THE SURVEY

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CONT

THE NEAR EAST TURNS A CORNER - - - - - - - - *Mary Kingsbury Simkhovitch* 197

12 CENTS, THE TROOPS AND THE UNION - - - - - - - - - - *Harriet L. Herring* 199

THE COMMON WELFARE - - - - - - - - 203

HEALTH - - - - - - - - - - - - - - - 207
The Beauty Motif, *Virginia R. Wing*—Proof in the Public Health Pudding, *Haven Emerson, M.D.*

INDUSTRY - - - - - - - - - - - - - - 212
Organized Labor in the Open Shop Citadel, *Gordon S. Watkins*—British Labor Speaks for Itself, *Wilfrid H. Crook*—The Engineering Approach

COMMUNITIES - - - - - - - - - - - - 217
Alien Women vs. the Immigration Bureau, *Emma Wold*—St. Louis Tabulates Well-Being, *Elwood Street*

EDUCATION - - - - - - - - - - - - - 221
Case Work for Schools, *Edward A. Fitzpatrick*—Guidance in Rural Communities, *C. E. Partch*—Teaching Teachers, *Henry R. Linville*—Ruth, Who Couldn't Read

SOCIAL PRACTICE - - - - - - - - - - 226
The Subjective Element in Interviewing, *Frances M. Potter*—Mrs. Koboshnik Goes Shopping, *Helen Baker*—The Case Load Ratio, *Ralph G. Hurlin*

BOOKS IN OUR ALCOVE - - - - - - - - 230

THE SOCIAL WORK SHOP - - - - - - - - 234
How Old Is Anne? *Lillian A. Quinn*

FIFTEEN YEARS OF SURVEY ASSOCIATES: Annual Report - - - - - - - - - - - - 245

The Gist of It

MRS. SIMKHOVITCH saw the refugee Greek children at their new education of hand and mind on a side-trip to a momentous expedition to Paris, whither she went last Summer to become a grandmother. On her return to New York, to begin her twenty-fifth year as headworker of Greenwich House, she found herself among the Girls Who Did in Helen Ferris' book of that name—"a girl who liked folks and music and books." Page 197.

HARRIET L. HERRING, a North Carolinian, has a broad background of understanding for her study of the strike at Henderson and its effect on the community. Following graduation from Meredith and Radcliffe and graduate work at Bryn Mawr, she was in charge of personnel studies in the North Carolina Cotton and Woolen Mills. For the past two years she has been research assistant in the University of North Carolina Institute for Research in Social Science. Page 199.

HOW to gear science in with the sometimes absurd but altogether natural impulses of youthful human nature is developed in The Beauty Motif, by VIRGINIA R. WING, secretary of the Anti-Tuberculosis League, of Cleveland, Ohio. Page 207.

WITH a sauce of humor, DR. HAVEN EMERSON, health editor of The Survey and professor of public health administration at Columbia University, exhibits some of the proven plums apparent in one public health pudding. Page 210.

GORDON S. WATKINS spent his boyhood in the coal mines of Wales, his college years at the University of Montana, the University of Illinois, and Pennsylvania University, where he took his doctor's degree, and is now professor of economics at the University of California at Los Angeles and a frequent contributor to current magazines. Page 212.

WILFRID CROOK discusses the recent stormy Trades Union Congress against the background of his own English university years and his present position as a member of the economics department of Bowdoin. Page 214.

EMMA WOLD writes from the point of view of a lawyer as well as a woman on some of the conflicts which have arisen between the Immigration Bureau and the courts in handling the cases of women entering the United States. Page 217.

ST. LOUIS has now tried for a whole year a constantly expanding effort to create an index of community well-being as well as to arouse the community to an interest in the needs which such an index discloses. ELWOOD STREET, director of the Community Council, tells it on page 219.

DEAN EDWARD A. FITZPATRICK of Marquette University, Milwaukee, was awarded one of the prizes in the Harmon-Survey quarterly contest last spring. Page 221.

C. E. PARTCH, professor of educational and professional guidance at Rutgers University, is in close touch with the Hunterdon County experiment he describes. Page 222.

HENRY R. LINVILLE, president of the Teachers' Union of New York City, is former head of Manumit School, a "new" school for the sons and daughters of trade unionists. Page 224.

THE Subjective Element in Interviewing, by FRANCES M. POTTER (page 226) was awarded second place by the jury of the Harmon-Survey awards for manuscripts dealing with social work.

THE SURVEY is indebted to the Bulletin of the New York Association for Improving the Condition of the Poor for permission to reprint the true story of Mrs. Koboshnik's shopping expedition, by HELEN BAKER, of the Association staff. Page 227.

THE Case Load Ratio is the second of a series of four papers in which RALPH G. HURLIN, the Russell Sage Foundation, tells some results of research among family welfare agencies. Page 228.

OUR latch string is out—every reader of The Survey is invited to join Survey Associates. Page 245.

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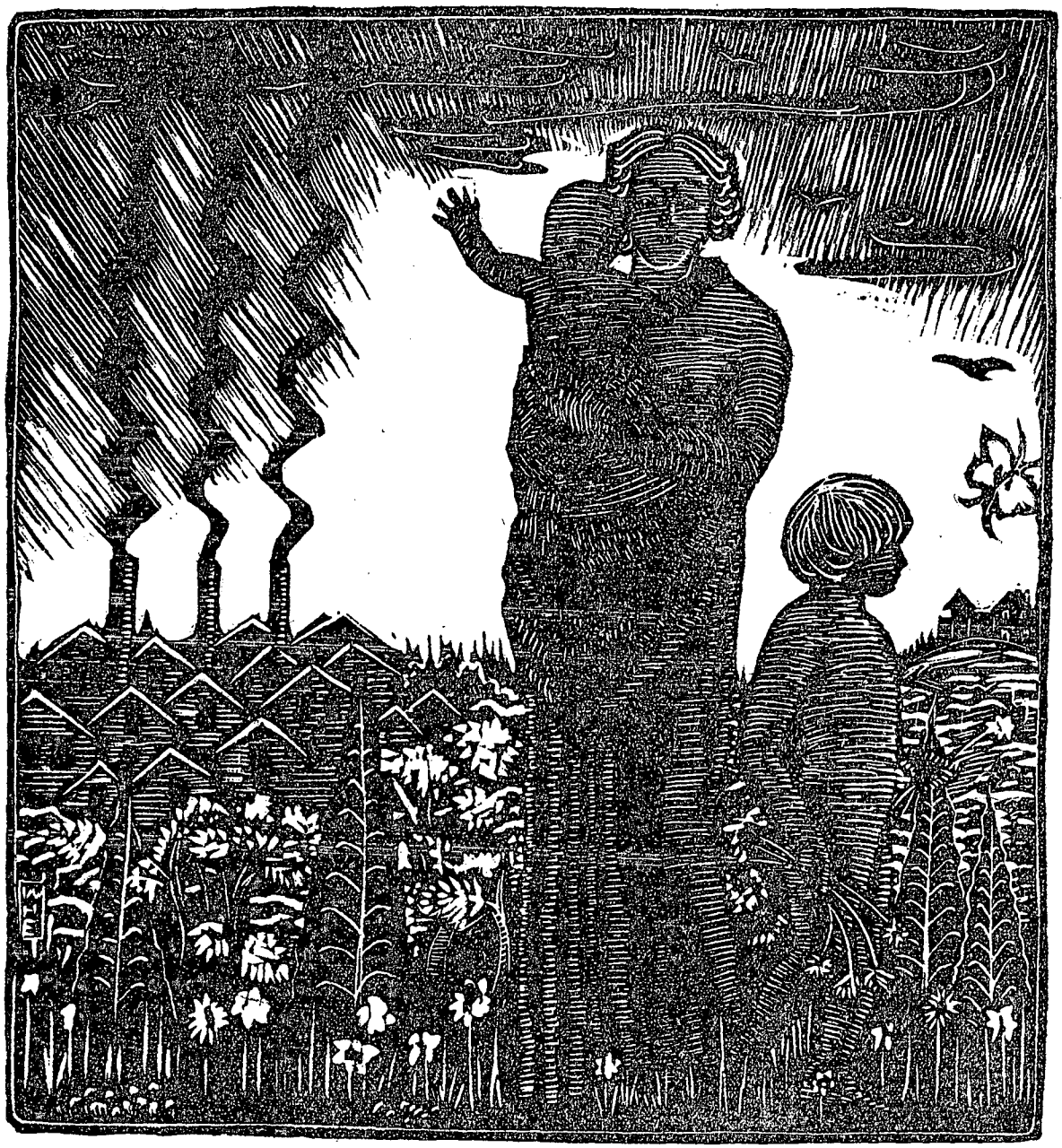

Woodcut by Wharton Esherick

Where the city of the best-bodied mothers stands
There the great city stands

—*From Song of the Broad-Axe, Walt Whitman*

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THE SURVEY
MIDMONTHLY

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The Near East Turns a Corner

By MARY KINGSBURY SIMKHOVITCH

LEAVE Europe, and with the Oriental Express, turn your face and mind to the East. The snow on Olympus as we come through Macedonia, the herds under the plane trees bordering the Varda River, bring one back to the ancient things—Homeric songs, and the immemorial marriage of man and the land.

To live in Athens is to live where all history is distilled. The ancient city with its supreme miracle of the Acropolis, where for a hundred years civilization came to full flower and then passed away, lies, as all the world knows, on the edge of modern Athens. Below the Acropolis is the old city, harboring beneath the present picturesque slum, treasures which American excavators hope soon to unearth. From the Pnyx where Demosthenes spoke and the Athenian crowd gathered (the Greeks, like the French and the Irish, know how to talk and love to) one sees best the beautiful panorama of the Acropolis, Mars Hill, Hymettus, the Theseum, and the Aegean Sea, and behind one's shoulder the distant mountains of Corinth. The modern city lies back of this glorious view and stretches along the shore from the great port of Piraeus, second only to Genoa and Marseilles, up to the cool Kifissian mountain slope. Over a million inhabitants the modern city claims; as Constantinople has declined, so has Athens grown.

An early morning at Piraeus, when the boats bring in huge baskets of fruits and vegetables from the Islands, or from Egypt, gives one the pleasant conviction that picturesqueness and business need not be divorced. Greece is next door to prosperous with its grapes, currants, olives, shipping, silk, and brisk commerce. It is paying back its European debts through its customs. It is engaged in agricultural surveys, a gallant attempt to secure a better water supply, and in a gradual improvement of highways. The sun has saved the Athenian population from the ravages a very sketchy sewerage system might otherwise have brought about. Afforestation is at any rate being considered. With water and trees Greece could manage again admirably.

The curse of all gifted peoples is their gifts. The Greeks, so civilized, brilliant with pen and tongue, adore politics, but the great corner that they have recently turned is the shift away from politics to a more realistic conception of progress. They are taking their new constitutional republicanism very simply. Bored by the expense and waste of political uproar, they are settling down to good solid business. Kings and presidents are not interesting them as much as engineers and paying their debts.

I went to Greece to get a glimpse of the Near East Relief, to see the children who were born or still tiny in the midst of the fiery horrors of assault, confusion, and uproar of the War and the wars that followed. "The greatest trek in history" of the exchanged populations, the aftermath of Smyrna, all this mêlée and wild storm of national and racial passion fell on men who were slaughtered, women who died from exhaustion, and hardest of all, on the orphaned children who, without country or parents, have as their background and nurture only America. For the Near East Relief is America—salvation and hope for the children.

Till now the Near East has meant relief, salvation. Seeing Admiral Bristol's ship and his waiting sailors, the great crowd felt they had reached home at last (one child asked, "Where is God?") for the first great task was safety, shelter, food. That stupendous task is finished. Or rather, under the aegis of the Greek government, the Refugee Settlement Commission and the Greek Red Cross, it has gone into the second stage of settling down, no matter how roughly, into its normal setting in the life of Greece. The 350,000 refugees who have swelled the population of Athens have brought with them labor-power, craftsmanship, competition, and energizing activity. From mere subsistence they will soon find, and are now finding, an acceptable status in the economic life of the country.

CHILDREN old enough to be placed out are being found homes, with relatives or fellow-villagers if they can be discovered. They like the land, and many of the children are placed in agricultural families. This "placement" that comes so smugly from our accustomed lips is a weary

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task not yet adequately provided for. How difficult really to know how the children will fare! But, of course, native assistance, generally developed in the Near East organization itself, is relied upon, as it must be, to secure effective assurance that the plan works.

The orphanages I visited were in Athens and in Syra. Boys are still quartered at the headquarters of the Near East Relief in the city. English lessons are eagerly sought. Clubs are developed. "Thurber's boys" are known throughout the city, for the assistant director in Athens is far more than an administrator. He likes boys. This personal zest for people rather than for organization I saw often beautifully instanced in my brief stay. Without it, how empty would America's help to their children be!

The elevator boy at my hotel is on duty from 6 A. M. to 9 P. M. But at nine in the evening he goes to English lessons till 10:30 and then takes the train to his suburb, arriving at 11:30. He leaves at 5:30 A. M.! This thirst not only for English but for opportunity of any kind, shone on the eager faces of almost all the children. One felt again, as one feels in New York, what a privilege it is not to be "privileged." The children love their lessons, their trade-training, their gardens. At the Zappeion, the vast old palace used now for the large orphanage in Athens, there are over 200 children, but they are fast being depleted by the general policy of removing all the orphans under 12 years of age to the island of Syra where special provision has been made for their care and education.

The islands of the Aegean! With a Mr. Pericles to help us off, after shopping in Hermes Street and a parting view of the Acropolis from the back porch of that gallant center called the American Women's Hospital, one motors to Piraeus and finds on deck a comfortable chair, where it is pleasanter to spend the night than down below. We reach the boat not from a wharf, for the ancient calling of boatmen in Piraeus is well organized and they have so far kept their privilege of ferrying one out in the wharf boats to the big Aegean boats. We are accompanied by a Greek mining engineer who is going down with us to see if a better water supply can be had for the orphanage. Of course —for one is never surprised at these wonders in the East— he speaks nine languages perfectly.

AT dawn after a tropical, bright-starred night on board, one comes in sight of Syra—two villages on two adjacent hills, one Greek Orthodox and one Maronite. The pale pastel houses close fitting the earth seem like some bony specter illumined for a brief moment by the rose-colored dawn. We find the wharves (beautifully floored with marble) alive with men drinking their morning coffee and welcoming our boat. We drive along the island's edge past the tannery and the textile mill (oh shades of Ulysses, we protest!) to the "personnel house" where a generous hostess hospitably used to these too-early comers sees to our excellent breakfasts and a brief rest before we make the rounds.

The hospital was a joy, the terrible scalps (the old treatment was a plaster of tar and then tearing off the whole thing and so getting rid of the disease) healing and curly thick hair coming in, the eyes freed from trachoma, special feeding for the underweights, tents outside for the tuberculous. The works of mercy of doctors and nurses take first place everywhere. Without this primary task there is nothing possible.

Then there is "education." Without any special claims to be a "progressive school," there is much there of modern understanding that education is not one thing and life another. Every activity has its direct use and meaning. Of course the children help with everything, care of beds and table and garden. And there is a special room for the girls where a greater care and delicacy is available for training in the domestic arts. The boys make good workmanlike furniture and learn both cabinet-making and carving. Training for agriculture is unfortunately meager owing to scarcity of water supply and an unsuitable soil. The tannery keeps the children's bathing beach (twice a day they go in) from being as attractive as it would otherwise be. There is singing and dancing, the Greek and Armenian groups being justly divided with a pleasant competition in their folk arts. As the majority of the children are Eastern Orthodox in faith, they attend the church of their fathers, and Greek priests come to the orphanage for suitable ceremonies. Armenian children are ministered to by the Armenian church.

THIS recognition that the work of the Near East Relief is not evangelistic from an older Protestant missionary point of view, but rather a service rendered to fellow Christians of another loyalty, is a very important point to emphasize. It perhaps is another element in that new corner the Near East has turned—the shift from proselytizing to the fraternal understanding of values one is glad to recognize and respect.

An hour's talk with an able and enthusiastic pleader for the advantages of an orphanage almost converted me. Shut off from the conflicts and low standards of a questionable home life, free from exploitation of health and strength, with an unhindered opportunity of inducing a higher morale and implanting an enviable behavior pattern, what foster home could compete with this educational opportunity? One hears the same argument in behalf of any boys' boarding school. But just in time I rallied to observe that for the children of the world, boarding schools and orphanages are the exceptional, not the normal mode of life. In my heart I cherish home life, even when seamy, rather than the segregated group for childhood.

But if an orphanage is not ideal, it may be and is a necessity. At least as a shelter for these children.

There is no prospect that the Greek government can mother these children. Their burden is colossal and they are meeting it gallantly, but only in a partial way. As the older children are prepared for work and independence, the younger ones will still need care and training. It is good to see that the shadow of their past does not rest too heavily on these little victims of a heavy fate.

We would be glad if there might be enough money so that they could oftener eat their favorite nourishing yeourti (sour milk). But milk is expensive. One would be glad of a greater variety in clothing, and additional teaching in drawing, design and all the arts for which the children have so keen an aptitude. With the beautiful marble of Greece available and the use of it for floors, stairways and building in general so common, it would be delightful to see the boys trained in stone work as they are in the more hardly obtained wood.

But these are only the surface impressions of a brief visit by one who was deeply moved by the accomplishments of the giant enterprise of the Near East, turning now from relief to social-educational reconstruction for which we may perhaps claim an American leadership.

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12 Cents, the Troops and the Union

By HARRIET L. HERRING

IN August the conference on Human Relations in Industry, sponsored by the Y.M.C.A., drew to Blue Ridge, North Carolina, some four hundred men from the industries of the South to discuss The Human Element. This annual conference has grown out of a belief which is frequently expressed in meetings of industrial leaders, set forth by the press, and detailed in the offices of individual manufacturing executives. This belief is that the peculiar conditions of southern industry, and especially the good feeling existing between employer and employe, will make possible the solution of problems of industrial relations without a period of warfare preceding organization—will indeed, make organization unnecessary.

Hard upon this conference followed the meeting of the State Federation of Labor. This group reiterated its resolve to make special efforts in the organization of the textile industry, "to bring northern labor methods into the industrial South along with northern capital."

And the next morning the front pages of the papers shouted the news that troops had been sent to Henderson to protect lives and property endangered in a strike of mill operatives. The strike had been quietly going on since August 4, unknown to the state, to the conferences and even to most of the citizens of Henderson.

IN 1923, the best year in textiles after the collapse in the summer of 1920, the Harriet Cotton Mills sought to overcome the bad habits of irregular reporting for work and excessive mobility by offering a 12½ per cent bonus for full time attendance. Business was very poor again in 1924. The mill ran only three days a week, piled up inventory even at that, and passed dividends for the entire year. Finally the management figured that if they could work full time and thus reduce overhead, and could remove the bonus for full time—for three days was full time if that was all the time the mill operated—and thus save in labor cost, they might be able to go into the market with prices that would move the goods. At the same time the workers would be better off with full time and no bonus than they were on short time with it.

The workers did not think so and they walked out. At the end of eight days they returned, with the direct promise, they claim, that the bonus would be put back when the surplus stock had been sold. The management claim that there was no such definite promise—that they had said "they would look after the help in times of prosperity as they had in the past."

Since then the workers have seen full time resumed, the surplus yarn in the warehouses cleared out, orders for several months ahead accumulated, and extra dividends declared. Under such conditions there seems to have been a growing feeling of unrest.

The match that set off the tinder was a new rule about going in and out of the mill. It is customary for most mills in the state to be enclosed in a yard with gates, at some little distance from the actual door, where a watchman receives all comers. In many mills a worker has to have a "pass" from his foreman, in order to get out during hours. It is seldom that the gates are kept locked except during temporary absences of the gate keeper on an errand. At the Harriet Mills the gates have stood open with no attendant. Workers went out for tobacco or cold drinks and, it is claimed, loafed as long as they could get away with it with their foremen. Venders of various wares came in, installment plan salesmen and collectors especially. The latter part of July the management decided to put men at the gates who would keep out intruders and take the names of operatives going out and the length of time they were absent. The new arrangement was highly unpopular, "just because it was new, and because they had been so free, I reckon," as one man expressed it.

Before the week was out the operatives of Number One, the largest of the three mills in the yard, circulated a petition asking for their "twelve and a half cents on the dollar" and the old order at the gates. They asked for a reply by ten o'clock on Friday, August 5. But they walked out twenty-four hours before the reply was due. They claim that their petition had been thrown in the waste basket. Later developments indicate that what was seen in the plant superintendent's waste basket was some sheets bearing additional names which came in after the first petition. The general manager later showed the strikers the original petition as it had come to him.

The management claims therefore, that the walk-out occurred before they had had time to consider the petition. They claim further that the possibility for renewed activity has been due, not so much to general improvement in business as to wise buying of cotton, and that the two extra dividends of one per cent each this year have been efforts to make up for the complete omission of a dividend in 1924. They claim that the mills are paying the customary wage of the general vicinity as the workers well know, since many of them have been off to other mills for short periods and have returned.

The operatives walked out of Number One very quietly. They

Mill hands on strike, troops ordered out, workers evicted from their homes, hunger, unemployment, idle machinery, bitterness, violence—what is behind a community state of unhealthiness which reaches such a condition of fever, delirium and pain? Here is a case history of such a situation, which goes behind the news details of a typical industrial conflict to trace the long, unnoticed development of irritation and infection, the factors, often unimportant in themselves, that contribute to the final break-down. It is a significant sampling of the general situation in southern textiles. But it has wider significance as an exact and searching analysis of the problems in human behavior involved in an industrial crisis. The writer is on the staff of the Institute for Research in Social Science of the University of North Carolina.

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began congregating about the gates, persuading the workers in the other two plants to join them. These did so gradually Thursday and Friday, until the machines were manned in too unbalanced fashion to make it possible to continue and the management decided not to try to operate them any longer. All eight hundred were now out. The day of the walk-out, the management, fearing disorder, asked the sheriff to procure some deputies to assist the one already assigned to the villages for regular police duty. They asked that he should not get employes of the mill, a rather common custom. He was able to secure only one additional man. The crowd was larger and more vigorous the next day, and so the owners sent out to the plant for some of the foremen and the sheriff swore them in.

BY Monday, with no operatives attempting to go in and out, the attention of the picketers was directed to everybody trying to pass through the gates—members of the management, foremen who went in to see about the condition of the mill, and finally firemen who were running the boilers necessary to keep the sprinkler system in operation and hence to maintain the insurance. Tuesday and Wednesday things seem to have warmed up considerably. The new deputies commenced turning in their badges, saying that the situation had got beyond their control. After all, they were personal friends of the strikers and they knew they had to live and work with them after the trouble was over. The workers claim that they did their picketing peacefully, as is shown by the fact that no arrests were made. The management counters with the claim that no arrests were made because there was no one to make them; that the two regular deputies left on the job declared that it would be as much as their lives were worth to try to arrest anyone; that the angry men had declared that no one less than a military company could arrest them.

The two deputies asked for help on Thursday. The sheriff, seeing all quiet on Monday and having provided the village with twelve deputies, had gone to Baltimore for a prisoner. He had not returned to swear in others. The county commissioners were at a state convention in the mountains. The county attorney had recently lost his wife and was so broken up about it that no one wanted to trouble him. The management and directors called in a colonel of the national guard who resides in Henderson to assist them in their deliberations. They all agreed that property was endangered by the inability to keep the boilers running and that lives were endangered by the ugly threats of the crowds at the gates. In the absence of local authority capable of controlling the situation, they decided to "ask for help where there was help." The colonel called up the adjutant-general and described the conditions; the attorney for the mills, with the knowledge and consent of the county attorney, telephoned to the lieutenant-governor—the governor was out of the state on his vacation—and asked for troops.

Accounts in the papers the next day sounded as though the latter had asked for the troops in his capacity as city attorney and editors scored the state officials for responding upon so slight public local authority. But the attorney quite frankly stated that he did it solely as mill attorney, that as city attorney he had no authority at all since the mills are not inside city limits.

Now North Carolina has been rather proud of its record in recent years regarding freedom from lynchings and other violence. The present and previous governors have hastened to send troops when local authorities have asked for them. The lieutenant-governor was probably pretty certain that he did not want anything to happen while the governor was away. At any rate he ordered out two companies.

The arrival of the troops was the signal for the first appearance of the strike in the newspapers. It was also the signal for a sympathetic strike on the part of the workers at a fourth mill owned by the same interests. The newspaper accounts served as a notice for a collecting of union organizers and officials at Henderson. It was handy to come down from the state federation meeting that had just closed. The accounts were the occasion for a general editorial lambasting of everybody in sight for using troops for class interests. Only one of the leading papers of the state, that in the home town of the lieutenant-governor, thought that perhaps troops might have been necessary.

The troops were withdrawn the second day. But they had certainly calmed things down. On Thursday when he arrived, the colonel made a talk to the crowd, telling them that he was there as a public authority, to favor neither side and to protect both. The strikers seem to have considered him and his soldiers agents of the mill. He finally dispersed them that evening by threatening to turn the fire hose on them. After that there was no congregating at the gates.

In the process of clearing up there were several arrests for assault and threats. Dispatches relative to the trials a week later account for only three finally tried. One was acquitted of assault, one released on peace bond and a third upon payment of costs.

The union leaders tried to enlist operatives and apparently tried to set up additional issues and a demand for higher wages. Few of the strikers joined; their leaders persisted that "they haven't got a thing we want but our twelve and a half cents." The presence of the union men proved a stumbling block to relations with the management and they withdrew at least for the week end, coming back with reinforcements and relief. The strikers held meetings that looked like revival services. They sang hymns, they prayed, they listened to sermons on "victory ahead," and to pleas for orderly conduct of the strike. After the troops were gone the strikers selected a committee to represent them. A conference or two between this committee and the mill officials brought offers which the strikers would not accept: a promise to take up individual grievances, to investigate and equalize individual wages which might be out of line, and to increase all when conditions warranted.

By the time the strike had been going on two weeks the whole community had begun to miss the weekly payroll. There commenced to be some talk of mediation among the citizens. The strikers offered to mediate; the mill simply sat tight. The organizers redoubled their efforts and were better rewarded with members. Several explosions of dynamite about the village, disclaimed by the strikers, apparently disturbed no one very much, although they did alienate outside sympathy considerably.

ON August 29, after nearly four weeks out, the strikers made a formal, written proposal. They offered to go back to work upon allowance for time lost and "leave the matter of adjustment of wages and living conditions with you honorable gentlemen, which we have known so long . . . asking that adjustment be made in a reasonable time, the condition of the mill justifying." They added two or three minor

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issues, grievances of long standing. They asked for a speedy reply and they got it—in one hour and in thirteen words, flat refusal. The local strike leaders confessed that they did not know what to do next. The next move probably belonged to the mill and it made it: it served eviction notices on fifteen of its tenants. Surprised, dismayed, the strikers abandoned their lost issues and made the eviction orders the new one. Under the vigorous protest of their new union leaders they commenced making overtures to go back to work if these orders would be recalled. The whistle blew its invitation Monday morning and about a fourth of the workers responded. It was perhaps irony of fate that this was Labor Day!

THERE were connected with the strike a lot of incidental occurrences, charges and countercharges, which throw side lights upon the industrial situation in the South and upon the relations of employer and employe. First of all, there was the insinuation that it was all the work of "agitators." This is a favorite charge in the South; the usual mill management does not comprehend the fact that its workers may rise in their wrath if left quite alone. To the outsider at least it looked like a case of local initiative and local leadership throughout. There were not, according to all accounts, any union people on the ground till the calling of the troops put the affair on the front pages of the papers. After that of course they appeared.

Though not very successful at first, the organizers claim that they finally signed up a great majority of the operatives, a claim the management has made little effort to disprove. The press dispatches made more and more of the presence of union officials in the counsels of the strikers. Certainly there is union influence in the demands. At first there was considerable talk about the offensive gate rules, but even the committee was divided on that point—some of them considered they were good for mill and workers alike. In general there was an effort to keep the twelve and a half per cent to the fore. There was little talk of low wages *per se,* a point made much of by the organizers. But as the strike wore on the union habit of listing all the grievances appears. The last formal demand shows much influence, in the addition of issues, but especially in the demand for lost time. That is a union idea, not the natural formulation of unorganized workers used to having vacations, legal holidays and all without pay. It is rarely demanded in the South by a group or even by an injured worker. It is the one demand that public opinion does not favor and in which even the editorial opinion of the friendliest newspapers did not support the strikers.

PARALLEL in unpopularity with this demand by workers was the resort to eviction by employers. Probably that is the reason this weapon was not used earlier. When it was, it was used sparingly. The management even declared that they were not evicting families for strike activities, but because they "no longer needed their services" and that they were undesirables anyhow. And truth to tell, not a name on the list appears in any of the dispatches as active in the strike. But the operatives evidently felt very sure of the relation of evictions to the strike, as is shown by their immediate capitulation.

For all their acceptance of union advice, aid and encouragement during the middle period of the strike, the local leaders were really at the helm most of the time. Several of them were workers respected by the management; three of the men chosen to represent them were not employes, though they were received by the management as a part of the committee. One of the most influential of these was a minister of the Pentacostal Holiness church, a rather emotional sect with a large membership in the village. But he is also the operator of a rock quarry handy to Henderson, crushing stone for road building. His speeches at the daily meetings may have been the more vigorous and heartfelt because a labor shortage he had been struggling with was now supplied: it is alleged that some twenty of the men who had been making from $2.50 to $3.50 a day in the mills were now working at his crusher for $1.75. One of the employe-leaders who showed up well through the fight seems to have broken down at the end. In the final conference the committee declared that it was representing the opinion of the strikers in agreeing to go back to work upon the one condition—that the eviction notices be recalled. But at the meeting the next day this leader was not able to withstand the charges made by bitter-enders that the committee had sold out to the owners. He stubbornly declared that he would not go back without his twelve and a half cents, whereupon two other members of the committee arose in the open meeting and charged him before the crowd with going back on the solemn word he had given at the conference.

The matter of strike relief reveals southern conditions—and southern contradictions—as much as any phase of the strike. The man sent down by the U. S. Department of Labor to offer his services as mediator was a little surprised when in private conference with the president of the company to realize that one of the strikers had quietly walked into the office and taken his seat. He was more surprised when the president asked what he wanted and the man stepped up with a paper upon which he was taking subscriptions for strike relief. "Mr. Sid" made him out a check and passed it over. The management was quoted in the papers as saying "they would see to it that no one suffers." That is a common phrase in cotton mill circles.

THE money collected from the citizens and the contributions of food from neighboring farmers were then turned over to the union officials to administer, probably because they had already brought some money for strike relief and had set up a commissary; probably because they seemed to know how to go about the business. It is claimed that getting provisions was made contingent upon joining the union. When the strikers were talking of going back it is alleged that the organizers reminded them that they got the relief upon the claim that they would not go back without the twelve and a half per cent, and threatened them with action for getting money under false pretenses. Of course they could not have made good any such threat, but as one man laughingly said, "that was getting them coming and going" and with the same money, including the president's check. Near the end also some of the strikers went to the sheriff and swore out warrants for two or three of their own number for not turning in all the relief money they had collected.

These incidents show the weakness of the leadership upon which the strikers had to depend. Given such charges and counter-charges among their own ranks it is rather amazing that the workers held out as long as they did. For individual workers were just as divided in their own minds:

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witness the leader already mentioned; witness the strikers who got jobs in other mills early in the strike and came back as soon as peace was declared; witness the man who confided to his superintendent that he had sworn he would not go back at the same wage and asked that his pay be reduced half a cent an hour so he could go back.

They had to meet owners who were most emphatically *not* divided in their minds. On the surface it may look as though they were too. They contributed to the relief funds; they went on the bonds of the arrested at the gates; they offered to move the evicted families anywhere within sixty miles; they finally agreed to let the evicted workers go back, and then "when it has all blown over leave quietly" because everybody knew they would not find it easy to get jobs at other mills; they can never—they probably will make no effort to—collect any of the even nominal house rent which was not paid during those weeks when the tenants had no pay from which to deduct it. Since the strike was over they have announced that they will give the school books needed by the children of all their employes, lest the paytime lost be given as an excuse for not sending them to school. The school authorities report the largest enrollment that they have ever had on the first day in the schools serving the mill districts. It may be said that these were plays to the gallery. Some of them may have been to a certain extent. The present writer hardly thinks they were. Such things are characteristic of the relations between mill owner and operative in normal times; similar instances could be cited in other strikes.

For they could afford to be generous. They knew they had won the strike from the moment of the walk-out. To their naturally strong position as employer of an inchoate company of workers with no individual or group savings is added the force of local custom which allows their own men to be deputized as officers of the law. They also have prestige which makes it possible to get state troops upon signs of violence. They were somewhat irritated that the editors could see anything objectionable in their getting troops upon call—that their motives or their need could be questioned. They were already protected by strike clauses in their contracts; the weather and the boll weevil were on their side, and New York spot cotton, quoted at 17.45 on the day the strike started, went over the 22-cent level before it ended. And finally they are also their employes' landlord. In some respects this, the strongest salient in their position, has to be generaled most carefully. As has been pointed out, public opinion does not approve a management in wholesale eviction. It may have been that they used this as a last resort to meet the unnatural and outrageous demand for time lost. It may have been that they believed that defeat was implied in "leaving the adjustment of wages to you." They could test out this belief, and perhaps put an end to the futile struggle, by notifying a few whom they had not found satisfactory workers or desirable members of the community that they wanted those houses. But whatever the motive they should not blame the public for associating the notices very closely with the strike.

They absolutely refused to allow any interference by "outsiders." They met the workers' committee in conference but they refused invitations to general meetings at which organizers would be present. Toward the latter part of the month they were saying that the strikers would come back but for "outside agitators." The word agitator is in bad odor in the South. *Outside* agitator is anathema. Unfortunately, the term outsider applied also to any mediator. It applied even when the mediator proposed by the local citizens, by the state federation of labor and invited by the strikers was that same outsider who had sent troops so promptly, the lieutenant-governor of the state. And when the governor returned, the situation remained unchanged.

The two attitudes are not incompatible. They are *laissez faire,* self assured, willful, overbearing, tempered by kindliness and generosity and humanitarian feeling—the amount of the tempering depending on the individual management. It might even be expressed in the Biblical dictum "whom he loveth he chasteneth"—certainly he disciplines for the good of the disciplined. It is besides a *laissez faire* of vested interest, of an industry that is highly prized by the public, to be protected and to be trusted to run its affairs wisely. That is how the troops come in and the mediator stays out.

To be sure, there was a violent protest at the sending of troops, but that was because they seemed to have been sent on little provocation and asked for on little public authority. If there had been the violence which accompanies strikes in other parts of the country, and if the circumstances of calling them had been more regular the protesting public would probably have been reduced to a minimum. The mills were not criticized for their unwillingness to mediate. Most editors confined themselves to the pious observation that "something ought to be done."

To the rumor that "his friends" were suggesting that he mediate the lieutenant governor told the reporters that he did not know who his friends were. With one or two notable exceptions the general tendency was to let it alone as a ticklish business.

MANY careful observers believe that the South cannot escape a period of industrial warfare and of unionization. Most industrial leaders say that it can and will. There are at least a few students of our social order who agree with them. They believe that the fact that a thing has never been done in human society is no reason it may not be done in the future. They agree that conditions are different in many respects in the South, but they insist, and it is conceivable that many industrial leaders themselves would admit, that if the South has a new solution to industrial problems it should start it to operating. The prevention of such skirmishes as the Henderson strike would be a logical beginning. It is not enough to show good-tempered, generous patience if it is accompanied by an inexorable —if almost unconscious—demand for the abandonment of every self-respecting stand. Perhaps that is the most serious phase of the whole situation—the feeling of the management and tacit admission by the public that they are doing the wisest and best thing. Given such a background of personal and public attitudes it is difficult to see how this strike, or any other, could be conducted or could end differently.

But a show of force and a demand for complete submission is what drove workers into unions in other countries and states; it is what drove them into a union, however temporarily, at Henderson. It is inconceivable that the cards will always be so stacked against the operatives. When they begin to organize effectively and to feel their power it will be too late for "new solutions."

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The Common Welfare

THE WAR IS OVER

ADMIRAL PLUNKETT'S permission for the Brooklyn Chapter of the Red Cross to solicit memberships in the Brooklyn Navy Yard, no less than his original refusal, should mark the end of the strong-arm soliciting of funds which flourished in the war drives. It appears that civilian employes of the Navy Yard protested at what seemed to them coercion in the Red Cross roll-call last year and when request was made for this year Admiral Plunkett refused the Red Cross access to the Yard. The Brooklyn Chapter protested, a representative of the roll-call let his enthusiasm run away with him in addressing a rear-admiral, the rear-admiral replied with the bluff vigor of a sailor and when he was "threatened" that the matter would be taken over his head to Washington, referred it himself to the secretary of the navy. National headquarters of the Red Cross, with the consent of Secretary Wilbur, sent a man to Brooklyn and the matter was straightened out; the civilian employes will be solicited on the same basis of good-will offerings as if they worked for Smith, Jones and Robinson. But it appears further that, whereas this year's trouble was due to an assistant in the Brooklyn Red Cross Chapter, it was a subordinate in the Navy itself that offended last year. An officer who was assigned to enroll the civilian employes stationed himself alongside the paymaster on pay-day and put on the screws.

All is now sweetness and light in Brooklyn except for a general eagerness to find out who gave away the show to the newspapers. But that is probably a good and healthy thing for the social agencies, local, state, and national, which must raise their funds from the general public in concentrated drives. Hitherto there have been only underground grumblings over attempted coercion, but grumblings are the very thing that make hard going for the solicitors for good causes. The Brooklyn publicity has brought it out into the open and written a lesson as big as a billboard for all campaign managers to read as they run. National headquarters of the Red Cross, it need scarcely be said, bases all of its appeals, both for annual memberships and for special causes such as flood relief, on a purely voluntary basis and has no sympathy with the contention that a person is unpatriotic if he fails to chip in.

SPEAKING OF SCHOOLS

NOT so long ago Bill and Lucy, entering school, entered a world cut off from the home world. From nine to four it was "up to the school." Once Bill and Lucy set foot outside the schoolyard it was "up to the home." Today these two worlds have drawn much closer together. As never before, more parents are interested in the schools. We talk about them, read about them, visit them—even think about them. As evidence of this healthy concern over school affairs the Educational Research Service of the National Education Association has analyzed discussions of school questions in "general and unspecialized magazines" during the four months ending October. The report lists thirty-nine articles from fifteen magazines. Among the monthlies, with four issues during the period, five had one article each, three had two articles, one had three while one—Harpers—considered some phase of education in every issue. Of the four weeklies listed (seventeen issues during the period) two—the New Republic and the Literary Digest—had six discussions of schools or schooling, the other two had two each. The Survey's awareness of the new stirrings in this most important field is shown by five accounts of educational theory or practise listed from its seven issues during the months covered. The report of the Research Service points out:

> It is notable that there is much of criticism, a tone approaching depression, in many of the articles. It may indicate a healthy state of introspection and discontent which will lead to improvement; it may indicate that the many who feel that the schools are accomplishing their purposes better than ever before have failed to give expression to that confidence.

But whatever the tone of current discussions of the schools, there is genuine encouragement in the fact that such discussion is so various and widespread. This is surely the necessary first step toward a genuine understanding of growth and learning, and toward better ways by which education can be made to fill its place in the life of the individual and of the community.

FLIVVER TOWN

IF we in America set out to build a New Town with the single purpose of making it a good place to live in, what kind of a town would it be? The question is not altogether academic. Many architects, town-planners, and miscellaneously public-minded people have been thinking for a long time about the English garden cities, studying their essential quality, pondering the possibility of reproducing that quality in this country, and going on to a practical consideration of ways and means. Such a group met at the call of the Regional Planning Association of America for an October conference which tried to find out what kind of city should be built, how it could be created, and how, once built, it should be managed. They had their feet on the solid reality that the City Housing Corporation, which has already made an impressive demonstration of low-cost urban housing in New York (see The Survey, November 15, 1924, and December 15, 1925) is on record as desiring and intending, when the way opens, to build such a city.

Two trends were of outstanding interest in this discussion, one tending to broaden, the other to limit the problem. The first was based on the realization that the classic English garden cities, Letchworth and Welwyn, were built to meet a need which has already begun to change. Their fundamental conception was that the English workingman should be able to walk home to a hot midday meal. But in the United States, at least, workingmen outside the very

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largest cities prefer four wheels and a motor to their own two feet, and are no more anxious than their bosses to live close by their work. And the American workman's wife is as likely as not to prefer to have the house to herself at lunch-time. A motorized workman may not be altogether satisfied with the walking-distance town. The flivver-distance community offers possibilities of new planning. It may, for instance, prove wise and agreeable to spread towns more thinly over the land than heretofore, to isolate certain units which have always been thought of as necessarily contiguous, and to relate highways to residence and factory areas in entirely new ways.

On the other hand, there was general agreement at this conference that the wages paid many unskilled laborers in the United States do not permit them to pay the economic cost of housing which meets our present standards of decency and amenity. England has recognized this impasse and has frankly accepted state-subsidized housing as the solution. We have, in general, refused to recognize it, and we have taken refuge in a variety of disguised subsidies or, more often, thrown up the sponge. It is clear that the New Town must look to the higher ranks of semi-skilled and skilled labor for its wage-earning population if it is to be economically self-sustaining. Meanwhile the problem of the bottom-of-the-scale family remains pretty much in the *statu quo*.

A stimulating contribution to this discussion came from John Elliott, headworker of Hudson Guild in New York, who urged the planning technicians to summon the aid of the expert in community relationships. Between the technician who sees the city whole and the Joneses who see little beyond their own front porch there is a gap in which grave dangers for the New Town lurk. A town is a group of people: their understanding of the planner's purpose and their sympathy with his program are indispensable to the preservation of the values which he creates. They must be taught; they must learn to work together to a degree quite unfamiliar in most American communities; they must develop from among themselves leadership and organization. Here is a task where expert guidance is as essential as it is for the street layout and the design of houses. And unfortunately it is a task for which the trained leaders are few and the body of established technique very meager. Here is an opportunity for the social worker and the town-planner to develop a fruitful partnership.

FOR ALL WHO WANT TO LEARN

AS Carolina New College, the Stanley McCormick School of Burnsville, North Carolina, begins another year of its experimental attempt "to develop a new college conceived and carried out in the modern spirit, untrammelled by academic tradition or the requirements of standardization" (see The Survey, September 15, 1925, page 626). The project was initiated six years ago by the Country Life Department of the Presbyterian Board of National Missions, and was largely financed by Mrs. Cyrus H. McCormick of Chicago and her son and daughter. No longer under the management of the Presbyterian Board, it begins the new year with its own funds, raised by private subscription in Yancey County, in Asheville and in New York. A three-year financial program, undertaken this fall, will, it is hoped, provide the necessary support for the school, leaving Leroy Jackson, the director, free to center his attention on educational matters instead of ways and means.

The school is open "to all fairly mature persons who want to learn and who have the ability to do so." A regular course, leading to graduation, covers five years. Before undertaking this course the student must demonstrate his use of the necessary tools. To quote from the school prospectus, "He must have an adequate vocabulary and facility in reading, he must be able to talk in an audible and coherent way, he must write simple English with a reasonable degree of correctness in form and organization and he must be able to make with assurance such mathematical calculations as he may need in non-technical activities." The five-year program covers basic study, "attempting to throw light on human relationships and experience by a direct approach drawing on material usually presented as science, mathematics, history, literature and art;" creative expression, supplementary study, physical training and "civic experience in the form of participation in the government, administration and actual work of the campus." But the director of the school emphasizes the fact that Carolina New College

> does not put pressure upon the students to induce them to complete the regular course. It feels that perhaps its greatest service is to the young man or woman who comes in for a few months only, gets what he needs in training or inspiration and goes back to his job. It is especially gratified when some young person so loses himself in pursuit of a particular field of study that he forgets all about graduation.

Carolina New College has broken with educational tradition. It has no interest in an academic time clock, in departmentalized courses, in marks and credits. It has no traffic with college entrance boards or standards committees. It is interested solely in working out a curriculum which shall provide "an equipment for meeting life under present-day conditions," in enriching the individual and the community experience. This is more than a school program—it is a brave adventure in genuine education.

WHEN TEACHERS GO TO SCHOOL

THE latest fashion in teaching Mary to read or the newest technics in discovering Johnny's I.Q. or Susie's tone-deafness are not enough to make a modern teacher efficient on her job. She needs not only pedagogical craftsmanship but clear social vision, adequate community contacts, understanding of the family and personality factors of her pupils' environment if she is to be in any real sense an educator. Such, at least, was the belief of a hundred Pittsburgh public school teachers who spent three weeks of their vacation at a summer school in principles and methods of social service, held under the auspices of the Henry C. Frick Educational Commission at the Pennsylvania College for Women. The course included lectures, informal discussion and field trips to local institutions. The special problems presented by the teachers themselves for group discussion included race prejudice, lack of adult understanding of children, the difficulties of the foreign-born, delinquency, the red tape of the school system, the slow reaction of social agencies where immediate relief is requested, lack of careful follow-up on cases reported for care.

In describing the experiment, Eleanor J. Flynn of the department of economics and sociology of the Pennsylvania College for Women writes us:

> Why did one hundred school teachers seek a course which gave them no credit? A new sense of the deeper significance that underlies public school work brought some. A desire to know more of the child, his life and his reactions to new ex-

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perience brought others. A feeling that somewhere in their teaching profession there was a lack of vital contact with the realities of children's lives brought more. And each and all felt the need of a more intimate knowledge of the inter-relations of the school, the home and the community. What did they know of social work—that force working to adjust, to reconstruct, to develop personality? Some had a thorough knowledge, but they wished to know the newer things that are developing. Others knew so little that they had made no effort in the past to utilize the services of the local social agencies, though there had been imperative need of stronger cooperation between the school and the social-work organization. Here was the opportunity to meet personally the directors and executives in the local organizations, to hear their program of activities and to question them or discuss with them personal problems.

Many schools, communities, children and educators suffer because, in social interests and undertakings, the teachers are "outsiders" (see The Survey, March 15, 1927, page 805). But, as Miss Flynn points out, "the teachers of Pittsburgh who enrolled in the social service course are 'insiders'. They are actively participating in the community life; they are in the way of scaling the barriers which keep teachers from right social contacts and effective work. The four walls of the classroom have expanded and include the bounds of the city. The teacher sees a future which has all the adventure and promise of new perspectives and of real social values."

ANCHORING HALLOWE'EN

THE aspiration of the family garbage can to roost one night a year on the steeple of the First M. E. Church has been successfully discouraged in Springfield, Massachusetts, where a committee representing the Council of Social Agencies has substituted supervised merrymaking in six city playgrounds for the usual Hallowe'en doings. Against the yellow flames of huge bonfires the youngsters had a glorious time in the traditional costumes of witches, clowns and hobgoblins. Not the least of the fun was the foraging for fuel—barrels, boxes, parts of old beds, pea-brush, bean-poles and cut-up mattresses. Boy Scout troops were in charge of the program, which included riotous snake-dances, caretakers of the playgrounds acted as masters of ceremony, firemen and policemen kept a watchful eye on the big fires, the Safety Council issued a timely list of hints, warning automobile drivers to look out for sprites and goblins flitting through the dusk to the playgrounds and putting a taboo on costumes made of paper. Mrs. Sarah Alison Maxwell, of Springfield, to whom we are indebted for a description of the celebration, reports it a complete success in turning an annoying revelry of thoughtless vandals into something that the youngsters liked better.

SEVEN MILLION DAYS LOST

NOT low wages or intolerable working conditions but disagreement within ranks of organized labor was the chief cause of the ninety-nine strikes, resulting in 7,529,989 lost working days during the year covered by the recent report of the New York State Department of Labor. It is the gravest record of industrial warfare in the state since the height of the post-war disorganization (1920). It is chiefly due, Chief Mediator A. J. Portenar points out, to the six months' strike in the cloak and suit industry in New York, involving 36,142 persons. After analyzing the stands taken by the two sides in the strike, the report states: "But there was still another factor which, in a degree impossible of determination, had an influence in precipitating the strike. This was a factional conflict within the union between two groups representing antagonistic conceptions of correct tactics for the conduct of the union. A natural result of the internal division was the struggle for office, not merely between ins and outs, as is common enough, but between the advocates of opposed ideas. Although not heretofore alluded to in any departmental reports this conflict was either active or smouldering before and after the appointment of the governor's commission and before, during and after the strike."

Twenty-two strikes were called during the year to secure wage increases, seven in protest against wage reductions, and shortening the number of hours constituting a work-week caused eight. But these strikes, involving much smaller groups, were more quickly and more amicably settled than the clothing industry disputes. Into the question of what lies behind this warfare within the union—whether devious labor politics, bungling leadership, involved finances, racial antipathies, outside influences or other factors—the report of the Labor Department does not attempt to go. For the sake of the industry, and the army of workers dependent on it, it is to be hoped that those close to the conflict are attempting to gather and fairly interpret facts, to analyze causes and to devise a workable program that will restore mutual understanding and cooperation to a once prosperous and well-organized labor group.

GROWN-UPS AT SCHOOL

SCHOOLS for grown-ups have been regarded more or less as experimental ventures in this country. But the reports of a recent survey just published by the United States Bureau of Education (Bulletins, 1927, Nos. 18 and 21) indicate that adult education is becoming an established part of our public education program. According to this report, 60 per cent of the states have enacted legislation to further adult education. The provisions of such laws vary widely. In Connecticut, for instance, school districts of more than 10,000 inhabitants are required to maintain evening schools for persons over 14 years of age. California requires illiterates between 18 and 21 years of age to attend school. In New York immigrant education is particularly stressed and classes may be held wherever the local school authorities consider it advisable. Twenty-four states supervise elementary adult education; 13 states have full-time supervisors of such instruction; 21 states give financial aid for adult education; in 17 states there are 45 institutions giving special training to teachers of adult classes; 12 states have illiteracy commissions.

A questionnaire sent by the department to school superintendents of cities and towns of 2,500 population or over was answered by 1,666 superintendents. Of these, 520 reported that they had conducted evening schools during 1924-6, the period covered by the survey; 376 towns reported that their evening classes were growing; 115 that they were not. Gary, Indiana, reports 16 2/3 per cent of the entire adult population in evening and afternoon classes. Buffalo reports 7 per cent. These are the highest percentages in the country for large cities.

More than 300 institutions report some form of extension work. The type of work includes correspondence courses, public information, home reading courses, class instruction outside of institutions, public lectures, visual instruction, institutes or short courses, the work of parent-teacher associa-

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tions, labor education, etc. The most significant new development is considered to be supplementing correspondence courses by radio.

HAMPTON TWEAKS THE REINS

HAMPTON and Tuskegee Institutes represent what is currently orthodox in the white man's philanthropic interest in the Negro. So when a considerable portion of the nine hundred students at Hampton not only look their gift horse in the mouth, but tweak the reins in a student strike resulting in a temporary closing of the school, a great many well-wishers of the Negro find real cause for alarm. In fact, the Hampton-Tuskegee program has come to be so associated in the public mind with the program of the gradual, cooperative and pacific betterment of race relations that many people feel that a "hot-headed, recalcitrant body of insurgent Negro youth" has jeopardized a ten million dollar investment in social fire insurance.

The root of the trouble is twofold. First, it is unfair and perhaps unwise to saddle a school with a program that involves essentially the relationships of the grown-up generations in their contemporary struggle for adjustment. In the training of Negro youth it may easily represent a dangerous temptation to saddle the colt too early. Then, Hampton and Tuskegee, beginning as vocational trade schools, with the progress of their constituency have grown into normal training schools and in the last few years have added courses of collegiate grade in teaching, scientific agriculture and business administration. Much of the recent trouble results from this rapid growth and the attempt to hold a very mixed body of students of collegiate, normal, secondary academic and industrial grade in the same disciplinary straight-jacket for the sake of the "traditional spirit of the school." Perturbing as it all is, it is least perturbing for those who see it as a problem of modern educational growth and adjustment, quite apart from the race question, and who do not jump to the conclusion that restlessness and self-assertion among Negro youth mean anything more or anything less than they mean for white youth.

School is to be "officially re-opened" to students who take a pledge of "loyalty, obedience and cooperation." The official manifesto states: "Among the gratifying elements in the situation have been the loyalty of the new students, especially those responsible for the maintenance of the school household, the comparative steadiness of most of the girls, and the practically universal condemnation of the strike by the members of the staff and by the alumni." Here, it seems, is the worry of the trustee mind more than the concern of the educator.

Perhaps in spite of the fact that the main root of the situation is educational, some factors of it are racial. In the last two or three years there have occurred at Fisk, Howard, Shaw and several Negro schools strikes or revolts which have been "officially quelled" only to be followed shortly by far-reaching changes of policy and administration. In view of Hampton's avowed role as a demonstration and observation center, the students' action may be in part a half-blind, half-awakened resentment of the parade atmosphere of an inter-racial showroom, a revulsion from the constant intrusion of a social problem into their daily lives.

There is no specific mention of these things in the student manifesto, which on its serious side calls for the recognition of the student council, differentiation of rules and regulations for students of collegiate grade and for academic qualifications for the teaching staff of some departments, and on its trivial side for improved food, laundry, later curfew, and permission to shed uniforms over the week-ends.

The Negro newspaper of Norfolk, commenting on the situation, undoubtedly goes too far in suggesting that "it is evident that all-Negro colleges will have to come under all-Negro administration before this field will know peace." The race situation makes a mixed staff in some centers of education, at least, vital, useful and mutually educative. Nevertheless, the progressive training and development of the Negro does call everywhere, even in a professedly philanthropic venture such as Hampton, for larger measures of self-direction and self-determination, and for a sensitive remodeling of the program to the Negro mind and spirit.

LAYING DOWN THE SHOVEL

"FAIR with the wheelbarrow; fair as a hod carrier; fair in cleaning tracks; fair as a trucker; good in carrying material; . . . fair in repairing tracks; good at repairing roads; . . . good in work requiring speed; poor in that requiring precision. . . ." The Urban League has made up a long list of qualities that the Negro worker is "supposed to have." The special aptitudes and limitations of the Negro in modern industry are still pretty much a matter of guess-work, based on tradition rather than on actual knowledge. The shift of hundreds of thousands of Negroes from southern plantations to northern industry is a recent development, and the problems it presents to industry, to the public, to white workers, to the Negroes themselves are but vaguely defined and not at all solved. The recently formed Inter-Racial Industrial Committee of the New York Urban League is a new and hopeful agency organized "to concentrate thought and effort" upon various phases of the actual situation of the Negro in industry. The Committee is made up of about fifty "white and colored citizens of civic standing." It plans to hold four conferences a year, and to issue bi-monthly bulletins covering its work. Its program includes "Discovery of all professional, commercial and industrial opportunities for employment open to Negroes in New York; opening of new employment opportunities . . . discovery of facilities for Negro adult education . . . devising of improved methods of overcoming mental and temperamental maladjustments which limit employability of adult workers; studying the relationship of Negroes to apprenticeship training in New York City; devising some educational work with groups of white workers to liberalize their points of view on the Negro; the problems of promotion for Negro workers; advertising Negro labor."

Though in industry the Negro still gropes painfully toward a place of unprejudiced opportunity and fair treatment, the accomplishments of the race in the arts are increasingly recognized. In Chicago, a Negro in Arts week is to be held late this month as "a city-wide demonstration, to bring to Chicago and to its 200,000 Negro population a knowledge of the cultural progress of the race." The plans, inaugurated as part of the educational program of the Chicago Woman's Club, have the cooperation of more than a dozen important civic organizations. The center of interest for the week will be the African Primitive Art Exhibit, which attracted much attention in New York last winter (see The Survey, February 1, 1927, page 587). Another exhibit, with canvasses by Negro artists, will be on display at the Art Institute of Chicago. Professor Alain Locke of Howard University will interpret the exhibits.

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HEALTH

The Beauty Motif

By VIRGINIA R. WING

LAYING pipe between the great reservoir of scientific information on health and the many needing this water of life, is the present occupation of the health educator. This reservoir, fed constantly by streams from the spring of pure reason and by clear facts pumped up by scientific pressure, must splash unused unless some maker of conduits connects the commodity and the consumer. As an afterthought, having brought the water and the horse together, will he drink?

To a health advertiser, the basis of any campaign must be built on stony facts, else how are we better than the patent medicine man? We admit we lack his skill in dispensing our wares so must we be the more earnest in securing the best wares to dispense.

The beginning then of our Girls' Health Year Campaign in Cleveland was high in the mountains of vital statistics. Ingeniously the scientific analyst explored in these rocky places and after several years of delving, produced figures and charts which showed for that city that during the last twelve years the tuberculosis death-rate for boys from 15 to 24 had been cut in half, while during the same period the girls' death-rate for this age group had declined only 14 per cent and was at present far above the boys and the highest point in the whole female curve.

As soon as the Anti-Tuberculosis League came into possession of these findings they were presented to leaders in various health fields for discussion and a city-wide guessing match was on. Were these figures the result of the jazz age, of wanting to be thin, of overstudy, of dances, of the *reductio ad absurdum* in over and under wear?—each question arising from the questioner's pet aversion but all agreeing that the figures confirmed what they had long suspected.

Medical interpretation being essential to treatment the case was submitted to physicians who said that lack of rest, insufficient and improper food, nervous excitement and a mushroom existence away from sun and air, might well break down bodily resistance and lead to tuberculosis. Many cases from their practice were offered in illustration.

Armed then with the death-rates, the suggested delinquencies and the medical diagnosis, the anti-Tuberculosis League waited on the Cleveland Girls' Council, an organization in which all work with girls is represented. The members sat long over the facts, admitted the vital importance of the findings and accepted responsibility jointly with the league to evolve some plan which would arouse the interest of the menaced group.

Rousing interest, holding attention, creating desire, securing action—all these must our campaign accomplish if it was to be more than any health week. We began where we were, that is, with the health charts and programs already part of each organization's plan and evolved from them a three-months' health record called the Health Trail to Beauty, containing fifteen rules that were more honored in the breach than the observance, ornamented the edge with jazzy line drawings and distributed 15,000 copies to the 2,000 leaders of girls' clubs and the like, with the registration cards and a teacher's manual containing directions. Then the news stories began to break—not unexpectedly, since our campaign was built with one eye on the press—and headlines such as Greatest Health Army Ever Organized, Push War to Aid Health and Fight Tuberculosis Among Girls called loudly to any runner.

Having made the first impression wtih statistics, members enrolled, medical interpretation and breezy printed material, we considered that interest in our effort was aroused and entered the second stage of our program.

To hold attention, a monthly leader's bulletin came into being. First the Snow Trail, playing up the outdoor fun that February offered, such as outdoor cooking, set up by the camp fire leader, and snow sports and games. Also a Poster Contest began, open to highschool girls in art classes. "What is your idea of beauty, not that contained in compacts and jars but the sort based on radiant good health," read the news stories, and a bank account was offered as a prize.

The Anti-Tuberculosis League and Cleveland Girls' Council

The Health Trail, for girls of Greater Cleveland

March brought the Breakfast Trail. Beauty Breakfasts occupied one page, First Aids to Beauty another. An apple illustrated skin lotion and an animated lettuce head boosted the tonic value of vegetables. A cartoon on the back showed a forlorn motorist dismally cranking to the wail "no gas," attention being drawn to the similar plight of a breakfastless body. As part of the breakfast program, some highschools asked questions. The answers showed that out of 1,200 students in one school 360 had come without

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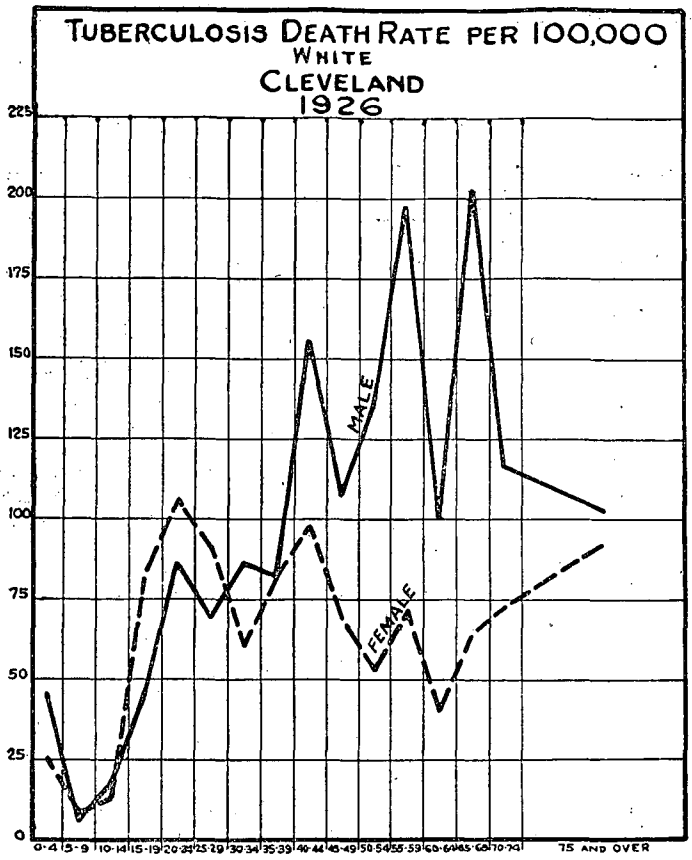
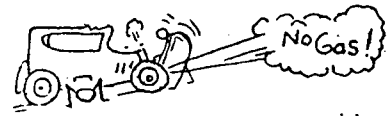


breakfast, in another that nearly one-third of the students reported "nothing" or "nothing but coffee." Causes behind this were suggested as being hurry, carelessness, late hours, or lack of home planning rather than poverty. As a result of these questions three highschools put in cafeteria breakfasts that were well patronized, settlement clubs had their pictures taken cooking model breakfasts and the most popular woman's editorial writer gave breakfast menus and breakfast psychology splendid space.

School cafeterias, too, offered opportunities for education and the school lunch-room director organized a checking service which decreased the sale of the ubiquitous wiener a thousand pounds and increased by 119,920 the pints of milk sold in comparison with former years. Fruit also took a place as best seller, apples jumping from 30 to 165 boxes and oranges from 82 to 387 dozen.

East Technical High School organized an "oil drillers" squad, a group of underweights who promised to take cod liver oil after every meal for five weeks while another group continued to live as usual. The results were to show the "esthetic value of bigger and better figures" to quote the daily press.



Can you run your motor without feeding?

April brought Posture Month, the bulletin pointing out "personality, grace and ease" as the rewards that might be hoped for from proper posture. To give the press version:

Suppose you had three wishes right now, what would you say? I wager I know. Success, health, beauty! Am I right? Well, they really are within the reach of everyone, for they are analogous. Take success for instance. Did you ever see a successful person shamble or shuffle along? Of course not. He walked like a leader, with a buoyant spring to his step. He was erect, alert, vital. People would turn and look often. One educator said "Show me how a man walks and I will tell you who he is!" How do you walk? A leader must inspire confidence, show capability. We must walk right and stand right, head up, chin in, erect, shoulders thrown back, chest out. But when we do this we will automatically want to breathe right and so we come to the secret of the whole matter.

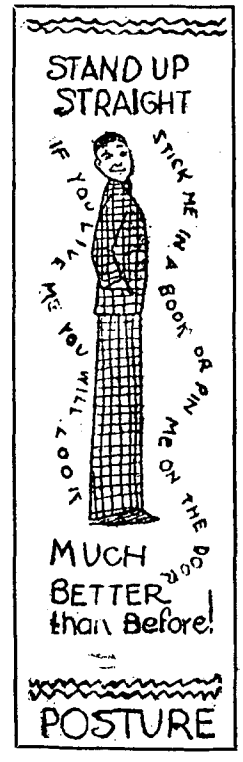
One private school put in a committee to judge posture. This committee tagged the erect and untagged those that slumped, for a week, using book marks of a dressy young man to remind them of the end in view. The government posture film had a lively month rushing all over town to show how Helen Wills and Douglas Fairbanks did it, and Posture Week at all the Y. W. C. A. branches used live demonstrators. As a crowning touch to the month the Girl Scouts brought Agnes Wayman to speak at the first leader's rally. What she said was immensely quotable and found place even in the Cleveland Magazine, an organ distributed to the hotels. Who would not stand erectly if she found that by so doing she had a "chance for a 100 per cent personality"! Through the Physical Education Department of the public schols, physical directors took an active part in this month's program, affording features through stunts and demonstrations as good-looking girls in gym clothes are still front page art.

In April two new forces joined the ranks—the Cleveland Academy of Medicine and the Women's Council of the Federated Churches. The first invited the statistician responsible for our facts to present his findings with slides at the annual tuberculosis meeting of the academy, thus placing again our effort, which had begun to smack tastily of the beauty contest, back in the realm of science and medicine. The second, locally responsible for Mother and Daughter Week, accepted "girls' health" as the subject for their speeches using the popular "gay 90's" contrast as a basis. The mayor issued a proclamation setting aside the week for mothers and daughters, and churches, P. T. A.'s and girl groups cooperated nobly.

As the end of the three-month period approached, the school posters were called in and a committee, high in artistic circles, awarded the prize. For a week the poster was displayed in enlarged form on the busiest downtown corner and then little seals bearing the design were circulated to all leaders for placing on the girls' charts as they were turned in and a second chart issued.

May brought the Hiker's Trail, giving games to play, things to discover, places to go and clothes to wear. Department stores showed stylish yet sensible outdoor apparel, and managers questioned optimistically as to whether we could increase the sale of underwear too, but we put them off with fair promises.

In June, we combined sun, air and exercise in one folder, the Camp Trail, which reached the girls before school closed and opened the way for talks by camp leaders on registration and some special publicity on the sun as a vitalizer. This put the summer



Bookmark used by a school, in connection with Posture Week

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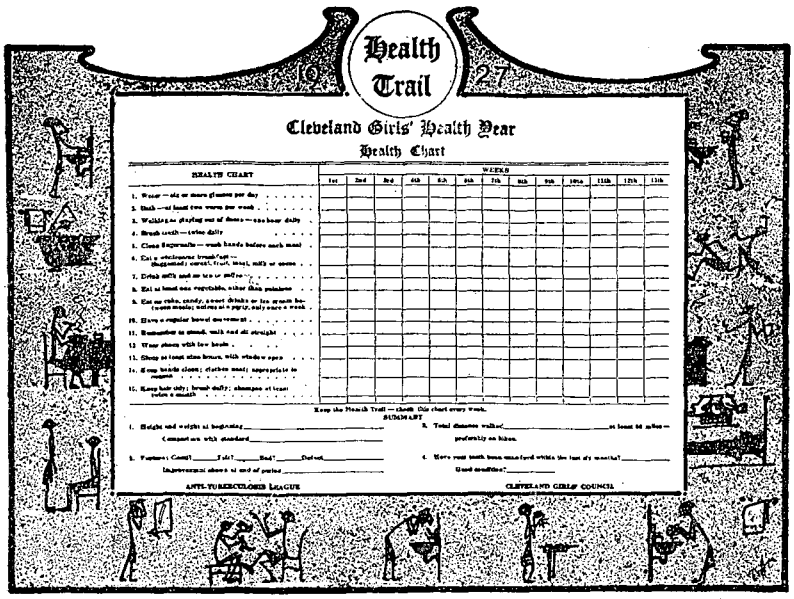
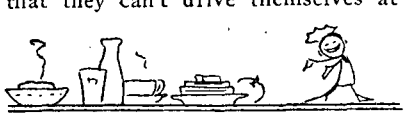


program of the Health Trail to Beauty in the hands of the camps and to quote the bulletin:

Followers of the Girls' Health Trail will have an opportunity at the summer camp to practice to the fullest extent their rules for right living. The sun will have a chance to pour its life-giving rays into the campers, storing up vitality for the winter months. Plenty of good fresh air while walking will pile up credits and make exercise out-of-doors a joy.

As a running accompaniment to this six-month program there were a series of news articles by the league president, numberless talks to clubs, P. T. A.'s and social agencies and a quiet industrial program. This program was begun by visits to all concerns employing women, followed up by women's health posters and leaflets, and was cheered along the way by stories of girls versus men in business. To quote the paper:

Girls have flocked into business and professional life since the War but they haven't yet learned how to take care of themselves. It's not at all unusual for a girl to work in an office eight hours a day, then go home, help get supper, make beds, clean the house, wash dishes and then go out and dance half the night. Men have learned that they can't drive themselves at such high speed. A man calls it a day when he closes his office desk. He doesn't go home and do a lot of housework. He gets more rest, more sleep and more wholesome recreation in the open air. He knows how to take care of himself.



Start the day right!

The program has culminated in health and hygiene classes held in fifteen factories on company time and taught by Red Cross teaching center instructors. These classes, treating of food, cleanliness, physical defects, and cause and prevention of sickness, are held once a week for six weeks. Besides, the girls are weighed and measured and have a chance to ask questions, and we hope that through these small beginnings regular health instruction will find a place as a necessity in industry.

So during the first six months of the Health Trail the army of doctors, teachers and girl leaders had proceeded until in the August halt we begin to study our position. In the War, the strategy that followed an offensive was to consolidate the line and entrench while scouts explored the field ahead. In a peace army, similar tactics seemed proper.

Since our campaign has roused interest, held attention and in a measure created desire, we must secure action if any permanent improvement is to come. Action, on the part of established agencies such as the school, social forces and industry, leading to action by the girls themselves.

Certain plans for the future indicate a measure of action now under way. In the Cleveland Public Schools a card, familiarly known as the Charm Chart or It, aims to cultivate taste in dress, personal appearance and habits—such items as hair poorly cut, bleached or with dandruff, take marks off the score, while no bloomers, garters showing, too much rouge, heels run over, gum, all definitely prevent a 100 per cent appearance and mark a loser in school rating and in business success.

The Y.W.C.A. has a metropolitan physical education director who has many plans for inserting health programs in girls' clubs. The Girls' Council annual autumn course for girl group leaders is featuring health and opens with Sally Lucas Jean as speaker, to set the health pace. Girl Scouts, Camp Fire, libraries and settlements all expect to stay with the project, which means that the idea has taken root and that with water, fertilizer and the sunlight of publicity, we can expect a

Donahey, in Cleveland Plain Dealer

The Pace That Kills

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good growth in the girls' health plans for the coming year.

"But what good came of it at last?" said little Peterkin.

Always behind every public health effort lurks the scoffer whispering that survival of the unfit or the less fit means race degeneration, that too long the social worker has protected these weak ones from nature and her eternal laws. Let us answer that girls, healthy, poised, alert, make better citizens than sick ones; that vital, radiant well-being secured through personal effort is a good equipment for life, and that so long as a woman actually or vicariously must be the mother to the eternal small boy in man they need all the charm, poise and personality that they can get.

Proof in the Public Health Pudding

By HAVEN EMERSON, M.D.

RECORD your population changes, report annual mortalities for leading causes of death, and for precisely outlined areas, compare births and deaths of the district with those of a borough over a five-year period, before and after particular services are provided, and something very close to a true trend in human events should evolve. Kenneth Widdemer has been the field marshal, Godias Drolet and Marguerite Potter the staff officers providing the G.H.Q. of Sanitation with a mathematical technique and guarantee of honest figuring that is embodied in their mimeographed report which follows these precepts, Casting the Life-lines for East Harlem.

When will all the 3,500 sanitary areas of New York City receive the appropriate, nearly adequate socio-medical health service which the eight areas of East Harlem developed for themselves by close participation of official and volunteer workers? (See The Survey, May 15, 1925; October 15, 1926). Why do not the six million other equally valuable fellow-members of this civic household get what they need, as do these 110,000 Italians? How did it happen that this trial of a well equipped health special could be projected and carried out with satisfactory results in these past few years and could not have been earlier accomplished? What must other city folks do to get as far ahead as East Harlem has in the journey on a highroad to health bookkeeping and cost-accounting of lives?

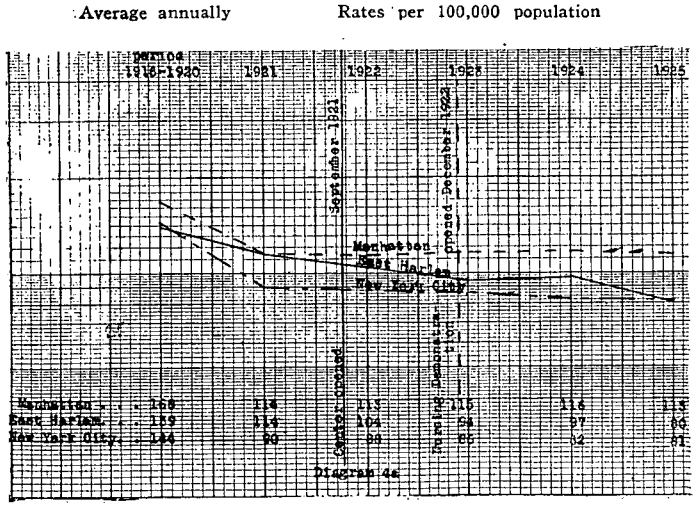
In 1916 the Department of Health of New York City was called upon by Mayor Mitchel to use the sanitary areas as agreed to by the geographer of the Bureau of the Census as administrative units and for statistical records of births, deaths and sickness as they have been used since 1900 for population enumeration by age, sex, race and literacy. 1916-20 serve as basic years for comparison with the second quinquennium 1921-5, for which the health-center experiment has been in operation. Cleveland, Chicago, Boston and St. Louis are in process of getting the same standard permanent area basis for their social and health data. Other American cities have not yet waked up to this essential element in social inquiry from which New York City is now reaping the reward of thirty years of effort.

The 110,820 of East Harlem in 1920 shrunk to 97,033 in 1925, but not from disease. About 2,700 people left the district each year. Manhattan was losing 13 per cent, while East Harlem lost 20 per cent, and the city as a whole gained 4 per cent of its population. This, mind you, is a simple statement in demography, or a write-up of the crowd, Sir Demos. Birth-rates have tumbled too, in Harlem, from 36.2 per 1,000 population (1916-20) to 29.4 (1921-5), not quite so much of a percentage drop as that of the whole city, but more than twice that of Manhattan Borough.

For death-rates, however, we have a still greater change in 1925, falling not only below the rates of 1920 but well under those of the city as a whole and twice as far as those of the Borough of Manhattan. While the highest priced land in the world is found on Manhattan, the residents of the city below Wall Street can not compete in safety of life with the little tenement district 188 in Harlem, where the general death-rate was 9.03 per 1,000 people.

Just think how proud any health officer would be if in five years among a hundred thousand people the deaths from pneumonia had fallen from 376 to 166 for a twelve-month period, and tuberculosis deaths from 158 to 78, and those from diphtheria from 36 to 13, and deaths from all causes together from 1,530 to 1,170!

There is no escape from the conviction that something happened to the Italians of East Harlem which suddenly altered the tenor of their living and dying. In former years they used to follow Manhattanese traditions and die off like



Pulmonary tuberculosis, East Harlem district: Comparisons with Borough of Manhattan and New York City

the rest of us at about 14.5 per 1,000 each year, but out of courtesy or to show their high spirit they abruptly abandoned the old tradition and by 1925 they had set a dignified and commendable rate of 11.6 while the rest of Manhattan's two millions speeded up their parting to 15.2 deaths per thousand. You must just glance at one of those semi-logarithmic graphs which contribute so greatly to the sense of personality and superiority of simon-pure statisticians and note the eccentric excellence of East Harlem in its tuberculosis parade, for all populations look alike on logarithmic paper.

True to form, like any other "book of the day" there is a story within a story, a sort of concealed psycho-complex

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within the total personality of East Harlem. It is as usual a case of *cherchez les femmes,* because those good ladies, the nurses, not content to let well enough alone, went after a small and relatively unprotected group of some 38,000 of the docile Italians and fine-tooth combed their homes (as well as their heads) for sanitary hazards. As was to be expected, they proved the obvious—that more and better work of a good kind produces bigger and better health. The Nursing Demonstration has as much exceeded the showing of East Harlem as a whole as East Harlem improved over little old Manhattan.

And now I must keep quiet while the dignity and conservatism of the official conclusions glow with the pale enthusiasm of an incandescent book-worm:

To summarize, in spite of the unfavorable social and economic conditions in the East Harlem District, the trend in mortality since the opening of the Health Center has been most encouraging. The general mortality rate for the five-year demonstration period (1921-1925) was 18 per cent lower than that of the five-year pre-demonstration period. The reduction in the rate for this period for the city was the same; that for Manhattan was considerably less (9 per cent). In other words, in reducing mortality, since the opening of the Health Center, the East Harlem District has kept pace with the city and has gone ahead of Manhattan.

Of the five most important diseases affecting adults, mortality from two, pneumonia and nephritis, has shown an accelerated rate of decline over Manhattan and New York City. Pneumonia especially has been markedly reduced. The rate for the five-year demonstration period was 40 per cent lower than that of the five-year pre-demonstration period. Two diseases, cancer and organic heart, although increasing, have maintained a rate considerably lower than that of Manhattan or the entire city. Pulmonary tuberculosis, although not decreasing as much during the five-year period as in Manhattan or New York, nevertheless has been notably reduced and in 1925 was down to 80 per 100,000 population as compared with 113 in the Borough of Manhattan and 81 in the entire city.

Mortality due to the five most important children's diseases, diarrhea and enteritis, diphtheria and croup, measles, whooping cough and scarlet fever, has been declining in East Harlem. During the demonstration period mortality from diphtheria and croup was reduced more than any other cause of death (47 per cent) and diarrhea and enteritis held second place (40 per cent).

Infant mortality was greatly reduced. During the five-year period of the demonstration only about three-fourths as many children under one year died as in the preceding five years.

From 1923-1925 inclusive, in East Harlem, there was a reduction in general mortality of 7 per cent over the preceding three years as compared with an increase of 8 per cent in the Borough of Manhattan and of .08 in New York City.

In the limited area of the Health Center District in which the Nursing and Health Demonstration has been doing intensive work during this period, the reduction was one point better—8 per cent. In this area the great improvement, especially in infant mortality, unquestionably reflects the intensive work done.

Obviously, the life lines in East Harlem are being strengthened and lengthened. Many more babies are surviving the dangerous first year of life because of the concentrated infant welfare work that is being done. Every year more children are living through or escaping altogether the diseases which menace early child life. The more acute diseases, which affect adults as well as children, especially pneumonia, are being controlled through more adequate health and nursing service. This study of vital statistics is one more bit of evidence that coordination of the work of health and welfare agencies and intensive health service administered according to a district plan will definitely improve the health conditions of a community.

In the words of our gentle grandparents: How is that for High?

SHIFTING a little the ditty of contrary Mary, the federal Children's Bureau asked itself "How do our children grow?" and answers its own query with a bibliography just published under the title, Reference on the Physical Growth and Development of the Normal Child. The bibliography was undertaken as a result of the conference of experts on the growth of children called by the Bureau in October, 1922, and its general plan was the work of Dr. Ella Oppenheimer, then director of the child hygiene division of the bureau. During the course of its preparation, some 10,000 technical books and articles in this field have been carefully examined and evaluated by the staff, and 2,500 reports of original research in this country and abroad were selected as of an importance and significance to justify inclusion in the bibliography. The bulletin is of importance both to persons in search of scientific information on child development and to future investigators, who may see from its listings what work has been done in the past and so avoid duplication of effort.

ALSO with its eyes on the normal child, but from a different slant, is a recent publication of the American Child Health Association, Signs of Health in Childhood, by Drs. Hugh Chaplin, and Edward Strecker (36 pages, illustrated, price 25 cents from the offices of the Association, 370 Seventh Avenue, New York City). The subtitle of this pamphlet is "A picture of the optimal child," and its aim is to describe not an average specimen of the young human being, but the characteristics which denote a mind and body which are developing properly and functioning well. The authors point out that no set standard of height, weight and the like can be of exact value in judging a particular child; that different types of children develop in different ways. The tall type is likely to reach its maximum growth by the age of fourteen or sixteen, for example, the short type to increase in height more slowly and until eighteen or twenty years of age, and so on. The general characteristics of development are described, and in summary there is a picture of optimal health in childhood: children diverse in build and size, but alike in health and in their keen enjoyment of life; efficient in physical control, with a minimum of awkwardness; with lives enriched by a vivid imagination, a well-trained mind, and poised by a well developed moral sense and an intelligent control of the emotions. "It is encouraging," the authors conclude, that the requisites of this desirable state of health are not unduly costly and are therefore within the reach of almost every child. It is only necessary for parents and children to learn how to live wisely in order that children may become and remain physically and mentally fit."

HOW PARENTS fail in both realization and responsibility in one specific aspect of children's lives is brought out by H. M. Costello, school dentist of Racine, Wisconsin, in a recent issue of the Weekly Herald Review, the publication of the health department of that city. Dr. Costello points out that statistics show that the teeth of children in institutions, such as orphan asylums, are in far better condition than those of the apparently more fortunate children who live with their own fathers and mothers. This difference certainly is not due to a more favorable physical constitution on the part of the dependent child, but to the fact that the health of institutional children generally is entrusted to people whose business it is to keep them well, and that systematic physical examination and care is provided for them. "They must undergo prescribed periodic dental examination, and they must go to the dentist to have their teeth fixed whether they like it or not. Children living at home are not compelled to visit the dental office semi-annually; they generally are brought down to the dentist after many sleepless nights when they can stand the pain no longer. They are brought too late for the dentist is in no position to do any constructive work except to alleviate the pain by extracting the aching tooth. Mothers must cultivate the habit of taking children to the dentist at least every six months, and start this habit as soon as there are teeth in the mouth.

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INDUSTRY

Organized Labor in the Open Shop Citadel

By GORDON S. WATKINS

TO Andrew Furuseth, the old viking of the International Seamen's Union, the forty-seventh annual convention of the American Federation of Labor, held in Los Angeles October 3-14, must have resembled a sailing craft in the doldrums rather than a giant ship in rough seas. Cynical critics attribute this extraordinary peacefulness on the part of the federation to its desire to make a favorable impression in the almost impregnable stronghold of the open shop.

Be this as it may, President William Green, who was reelected to the presidency of the A. F. of L. in accordance with its traditional practice of retaining its hierarchy in power, declared that this was one of the most constructive conventions ever held by the federation. The convention's greatest achievement, he opined, was the reaffiliation of the United Brotherhood of Carpenters and Joiners with the Building Trades Department of the federation, after an absence of more than six years. This has a quantitative significance, since it readmits to the department some 450,000 members. Its qualitative importance is in its evidence of greater unity and solidarity. If the federation can discover ways and means of eliminating jurisdictional disputes which incessantly disrupt its forces, undermine its morale, cripple its conventions, consume so much of its energy, destroy public confidence, and irritate employers, a truly great achievement can be registered in the annals of American labor.

Astounding indifference and confusion prevailed in almost every session of the convention. Relatively few delegates appeared to give critical attention to the proceedings. This may account for the fact that practically all the recommendations and decisions of the committee on resolutions were adopted with machine-like precision and regularity, and that without debate important issues were referred to the Executive Council for action. All of this tends to reveal the inadequacy of democratic institutions, which are invariably too cumbersome to function directly and effectively. It also prompts the query as to whether, in the interest of the labor movement, it might not be well to give delegates a pre-convention education in the major problems that are to be considered.

It is difficult to evaluate the accomplishments of the convention. The appraisal of what was not accomplished would be an easier task. No single issue dominated the conclave, and many important problems received only superficial attention. Among these are "machinized" industries, such as the steel and automotive industries; the organization of the unskilled, whose economic interests the A. F. of L. has so conspicuously neglected and whose welfare has been so courageously championed by the revolutionary Industrial Workers of the World; the organization of a national labor party; and the cooperation of labor in solving the technical problems of production and distribution.

Three questions appeared to claim the lion's share of interest and consideration, namely, the increasing application of injunctions to labor disputes, the restriction of Mexican immigration, and the foreign policy of the United States.

Coincident with the convention's denunciation of the use of injunctions in labor controversies, Federal Judge Schoonmaker put into effect one of the most sweeping injunctions ever issued in a dispute between employers and workers. The net effect of this court order, granted in behalf of the Pittsburgh Terminal Coal Corporation against the United Mine Workers of America, is to destroy one of the most important means labor has of making collective bargaining effective, namely, the exclusion of non-union employes in times of strike.

Labor's protest against the injunction is a recognition of the fact that the government of our people is becoming less a government of law and more a government of man. The judges who interpret the laws exercise far greater power than the legislators who make them. This tendency in the direction of judge-made law probably constitutes the greatest single menace faced by organized labor. The most practical remedial steps proposed at the convention are the modification of our anti-trust laws and the selection of equity judges who are willing to recognize the rights of the workers. Congress is to be asked to amend the Sherman anti-trust law with a view to confining its interpretation in labor disputes to cases where property is endangered and no other legal remedy obtains. Congress will also be asked to pass legislation investing in itself the power to define the jurisdiction of the federal courts in the administration of injunctions involving industrial disputes. Unless this struggle to limit the injunctive power of the courts succeeds, the future of unionism in the United States is extremely uncertain.

There is a positiveness in the attitude of the American Federation of Labor toward injunctions which one wishes might also characterize its attitude towards other important problems. Many friends of the federation deplore the apparent tendency of its leadership to be governed in its decisions by flexible expediency rather than positive principle. Such an approach is, of course, traditional with American labor, which, except in relatively few periods of its development, has hewed to the lines of our dominantly acquisitive economy. The needs of the immediate present have seldom been sacrificed to the broader achievements of the future; the interests of particular crafts have invariably taken precedence over the more cosmopolitan interests of workers as a class.

The application of this principle of expediency precluded a frank discussion of many major issues in the recent convention. Two cases in point are Resolution No. 46 and Resolution No. 6, dealing respectively with Mexican immigration and the foreign policy of the United States. Resolu-

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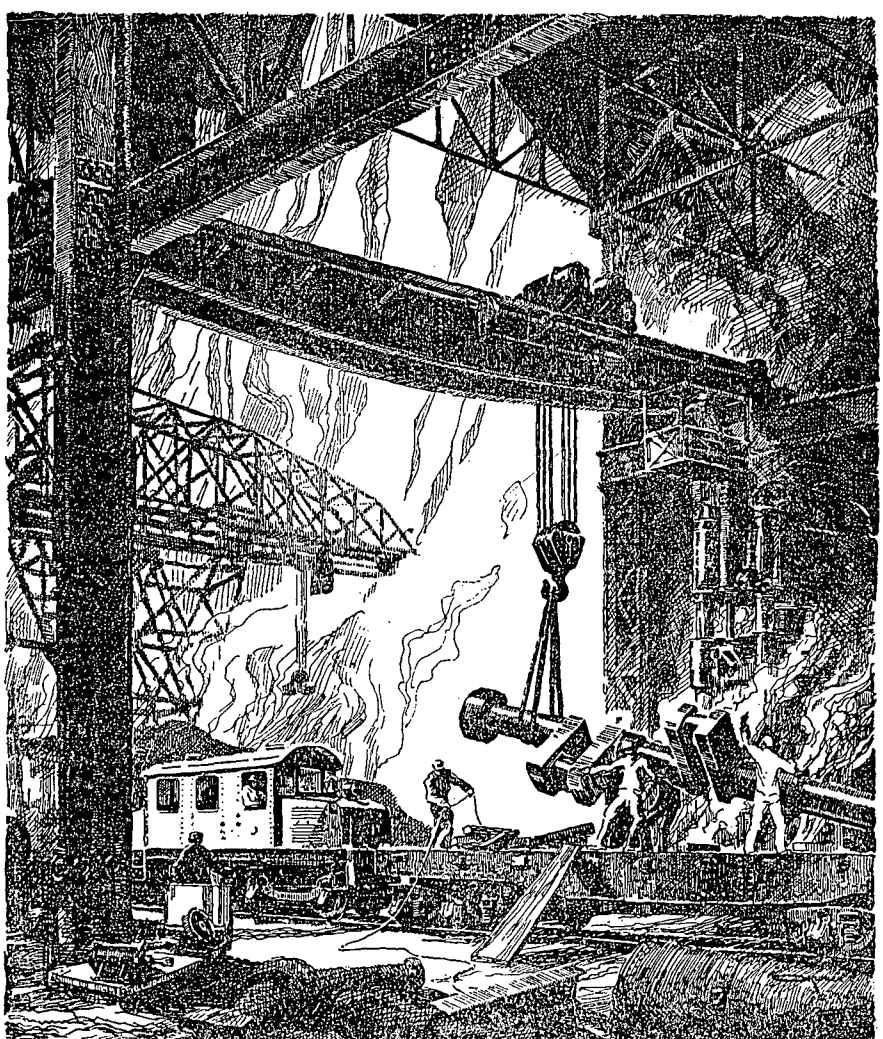
tion No. 46, sponsored by the California State Federation of Labor, favored legislation to place Mexican nationals under the quota requirements of the 1924 Immigration Law. The case for the resolution was based upon indisputable evidence of the deleterious economic and social effects of Mexican immigration, which is flooding into border states and the states of the Central West and East. These citizens of our southern neighbor accept low wages, long hours, and undesirable physical conditions of employment, and their standard of living is much lower than that obtaining among many of the immigrants from the east and south of Europe. The Mexican immigrant is difficult to assimilate; does not readily enter a trade union, even when he is qualified by craftsmanship and is not consciously excluded; and is a heavy claimant on the funds of our charitable institutions.

Resolution No. 46 was astutely sidetracked in the convention in order that the delegates might hear the report of the Mexico-American Labor Immigration Conference. Favorable action on this report would inevitably preclude similar action on the resolution. The forty-sixth convention of the A. F. of L. sanctioned a conference between representatives of the Mexican Federation of Labor to consider the question of Mexican immigration into the United States. This conference was held on August 6, 1927, and an agreement was concluded.

The Mexican Federation of Labor has agreed to urge the government of Mexico to discourage emigration to the United States, to exclude Orientals and other undesirable immigrants, and to bring its own immigration legislation up to the standards maintained by the United States. It is also agreed that the Mexican Federation of Labor itself shall discourage emigration to the United States and encourage Mexican workers here to join trade unions affiliated with the A. F. of L. Those who refuse are to suffer expulsion from their own unions upon their return to Mexico. The A. F. of L. in turn agrees to a continuance of the present immigration policy of the United States with regard to Mexico. The agreement was ratified by the convention.

Rejection of Resolution No. 46 was thus a foregone conclusion. Reasons advanced for its defeat were the necessity of keeping faith with the Mexican Federation of Labor and the fear that, if agitation for the application of quota law to Mexico should succeed, a similar demand might be urged with regard to Canada and South American countries. One wonders whether these are the real reasons. It is strange that the A. F. of L. should be so solicitous of the interests of the Mexican Federation of Labor when it gave no thought to the feelings of similar federations in Great Britain, Germany, and France. Perhaps the federation fears that if it breaks faith with the Mexican Federation of Labor the workers of Mexico will shift to left-wing unionism, which is already articulate in that country. Or, perhaps the Executive Council knows it is incapable of obtaining the application of quota legislation to Mexico in view of the demonstrated power of such organizations as the National Association of Manufacturers to defeat such a proposal. At all events, many delegates considered the action of the A. F. of L. illogical and inconsistent.



Courtesy Westinghouse Electric & Mfg. Co.

Resolution No. 6 presented by John Sullivan of New York, was a frank protest against the invasion of foreign countries by the armed forces of the United States, particularly the intervention of our government in Nicaragua and China. This resolution was rejected because it lacked factual evidence and was deemed to be outside the jurisdiction of the convention. The committee on resolutions, however, took occasion to deplore such criticism of our government and to outline its conception of our foreign policy.

Disregarding available evidence concerning the repeated intervention of the United States in the domestic affairs of such countries as Nicaragua, Santo Domingo, Haiti, and Mexico, the committee endorsed the antiquated Monroe Doctrine. "Concerning the general subject of relations with South America, the committee is firmly convinced that a proper adherence to the Monroe Doctrine is necessary for the best interests of the people of both Central and South America." This despite the eternal protests of these peoples against the Monroe Doctrine and their demands for complete self-determination under all circumstances. The committee expressed the somewhat pious wish that our government

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will urge all Americans resident abroad to abide by and accept the consequences of the countries in which they live. The A. F. of L. can hardly be credited either with an intelligent apprehension of our foreign policy or a progressive attitude toward the sacred sovereignty of small nations.

Among the multiplicity of proposals which evoked no discussion but which for profoundness of thought and possibility of constructive achievement promises to excel all others is Resolution No. 96, introduced by the delegation of the International Typographical Union. It expresses the belief that "Authoritative information should be available at all times to deal with social, economic and industrial problems which confront our people and which they are endeavoring to solve by legislation and otherwise," and urges the United States Department of Labor to investigate thoroughly certain conditions and their relation to industrial and social problems. The following difficult economic questions are raised:

1. Do abnormally high retail prices adversely affect the working people by unnaturally reducing the demand for necessary products?

2. What effect has faulty distribution on opportunity for employment?

3. Would it be possible to so regulate production and consumption within the United States that it would be unnecessary to export competitive products in such quantity as to adversely affect wage levels in other countries?

4. In what way can displaced labor be quickly reabsorbed into industry where the displacement results from use of machinery which increases the output of the individual?

5. Would it be possible to reduce the hours of labor, thereby balancing production and consumption to such an extent that the supply would equal the demand without creation of a surplus which eventually becomes detrimental to both capital and labor?

A remarkable challenge to the research facilities of the Department of Labor and to the ingenuity of American economists. A no less impressive evidence of labor's increasing recognition of the fundamental factors that limit social progress and its deepening interest in scientific research as an aid to economic readjustment. Resolution No. 96 might easily become the convention's most far-reaching accomplishment.

British Labor Speaks for Itself

By WILFRID H. CROOK

A YEAR ago the writer had the good fortune to observe at close quarters for some four months the industrial struggle that was waged in England, at first by all the organized workers in the great national strike, and then by the million organized miners after the general strike was called off. At the time the wood was far too full of trees for a balanced view. Was the national strike an abortive attempt at revolution or was it only a spontaneous expression of sympathy with the miners in their distressing *impasse*? Was the ending a betrayal of the ranks by conservative leaders; or a wise acceptance of the fact that further persistence was justified only if the miners had been agreeable to a prompt settlement on the basis of the Samuels memorandum, or else if the movement as a whole had been prepared to carry the struggle to its logical conclusion of overthrow of the existing government? (See The Survey, July 1, 1926, page 419.)

After a year's lapse the writer found himself once more in Britain, sitting through one of the most important Trades Union Congresses in recent years. The past year had seen a final report by the General Council upon the national strike and the miners' lockout and had witnessed the organized attack upon the labor movement by the Baldwin government in its recently enacted Trades Disputes and Trade Union Act. How would the movement react in the first regular meeting, after the ending of the great dispute and the passing of the provocative act?

To outward appearance the trade union movement of Britain swung very definitely toward the "right." Little was actually said about the general strike or its settlement, but the rather distinct line-up of the miners' delegation on one side and the rest of the delegates on the other made one suspect that some of the strike lessons had been taken to heart. Only once was the feeling given vent. J. H. Thomas, veteran of the railwaymen and much abused "right wing" labor leader, referred in passing to the ability of many unions to meet their own difficulties in their own way, mentioning the Miners' Federation as a case in point. Instantly the stormy petrel of labor, A. J. Cook, secretary of the miners, interjected with some heat, "You wouldn't let us." Thomas came back just as swiftly but still in good humor with, "That is a fair reply from Mr. Cook, but if I am allowed to say it, *if he had only taken other people's advice. . . .*" The congress prevented the conclusion of the remark, seizing upon the implication with a surprisingly vehement burst of applause.

As the days passed, more than one debate upon the left-wing movement showed how strong was the feeling against its methods within the British unions. The first full-dress battle took place on a motion to refer back that portion of the General Council's annual report which referred to the national minority movement (left-wing or communistic groups). General Council had expressed the view that affiliation with this national minority movement by trades councils (regional groups of trades unions in specified towns or urban districts) was not consistent with the policy of the Trades Union Congress, and that any such affiliating trades councils would not receive the official recognition of the General Council. The seconder was a miners' delegate. Yet no sooner had he sat down than the stolid old union warrior from Yorkshire, Herbert Smith, president of the Miners' Federation, rose to disclaim that delegate's right to speak for his union. Smith, whose union last year received large financial aid from the Russian movement and whose own secretary was well known to be an extreme left-wing leader himself, hotly declared that he objected to the abuse and misrepresentation which the minority movement dealt out to the trade union leaders. He saw no difference between the minority movement and the communists—"They both get their orders from Moscow." He, Herbert Smith, was not prepared to be dictated to or to take *his* orders from Moscow through the minority movement. That there were deep waters in this matter was evident when Herbert Smith

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begged Congress to delay a vote on the question till next morning so that all the miners' delegates might confer before casting their votes. This delay was granted by the chair, much to the surprise of both platform and floor. Next morning, when the vote was taken, the upholders of the minority movement were snowed under in a vote of 3,746,000 to 148,000. And among those who held up the voting card against the minority was A. J. Cook himself.

The second main contest of strength was over the General Council's recommendation that relations between the British Trades Union Congress, as represented by the General Council and the All-Russian Council of Trades Unions, should be severed. The debate on this question took place before a crowded house, both of delegates on the floor and visitors in the gallery, and was with but one exception characterized by a restraint and seriousness that would have done honor to the House of Commons. The one exception was so wild in expression and credulous in view that the whole Congress cheered and laughed in mockery at this Clydesider.

W. M. Citrine, general secretary of Congress, opened the debate by a reasoned statement of the General Council's position, pointing out that although men of very different views sat on that Council they had reached an absolutely unanimous decision on this matter. The Russian view, he declared, was that Moscow was the stage on which the revolutionary battles of the workers had been fought and that the rest of the world's trade unions were the interested spectators in the auditorium.

The socialist delegate who led the opposition asserted he was no communist or minority movement member, but that he feared the effect of such a decision upon the relationship between the ranks of British and Russian workers, and more especially that such action would strengthen the hand of the reactionary British and European governments to such an extent as to make war between Britain and Russia only too likely. This same attitude was expressed officially for the National Union of Railwaymen by their industrial secretary, C. T. Cramp.

Sykes, in the Philadelphia Evening Public Ledger

Another Successful Overseas Flight

THIS was one of the many surprises of this Congress for, after the big defeat of the minority movement earlier in the week, it had been something of a foregone conclusion that this vote, too, would find the Congress almost unanimous. Cramp himself made it clear that he was not expressing his own personal views but those of his union, and he made an excellent case for his union's viewpoint.

At once John Bromley, leader of the locomotive engineers and firemen and a right-wing leader through the general strike period, rose to point out the reality of the division between British and Russian unionists. The Russian unions were compulsory and part of the communist government. The essence of the British unions was their voluntary basis and separation from governmental control. That real difference was responsible for much of the Russian inability to understand the British view. Moreover, if the Congress were prepared to continue in the policy of accepting in silence the attitude of the Russian unions it would be confirming the Russians in their mistaken belief that there was a section in Britain that could bend and terrorize the trade union movement into doing what they desired.

J. H. Thomas, speaking for the General Council and, for once, not for his union (National Union of Railwaymen), told of negotiations this summer with the Russians. The General Council had sent their delegates to Berlin to meet the Russians, and there the Russians agreed that they would not interfere with British unions any more than the British unions would dictate to the Russians. Within two days of signing that agreement "the Russians were making the mean and contemptible statement that MacDonald went to America on a sham illness because he wanted to escape taking part in the trade union bill campaign."

When Thomas is on his feet one may be sure that Cook will shortly follow. This was no exception. Pleading that he, Cook, always spoke for his union (ironical voice, "Since when?") he begged the Congress to let this question be decided by the new General Council, not by Congress. (A. J. Cook will sit for the first time on the new General Council!) This matter, argued Cook, was too serious for Cook, Thomas or Tomsky to quarrel over. The Miners' Federation could not vote on this question because they wanted to feel that when they voted they were going on a majority decision of their members. "Let them, for God's sake, have an opportunity of consulting their people. Do not let them give the capitalist press a chance to say that the T. U. C. which condemned the severing of relations with Russia was now endorsing it by breaking off that connection."

Ernest Bevin, leader of the Transport and General Workers who was recently in the United States to investigate industrial conditions, closed the debate with a vehement appeal to the Congress to decide then and there. The difference was due to a dual moral standard. The British movement believed in hammering out their differences, but in abiding finally in loyal fashion by the vote of the majority. The Russian standard as he saw it was, "the end justifies the means." Those two standards could not be reconciled in the promotion of a unified movement. If this proposal were turned down how would the General Council meet the Russians? "If they had been called traitors, twisters and

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liars when they met the men who called them those names it would not be as friends but as antagonists. That did not promote international unity. The Council had appeal to Caesar. Let Caesar give his verdict."

A card vote was taken at once and the General Council was upheld by 2,551,000 to 620,000.

As always, British labor is inconsistent in theory. No sooner had that vote been passed than Congress carried unanimously a resolution, moved by the leading minority movement delegate, Harry Pollitt of the Boilermakers' Union, protesting the governmental break of relations with Russia!

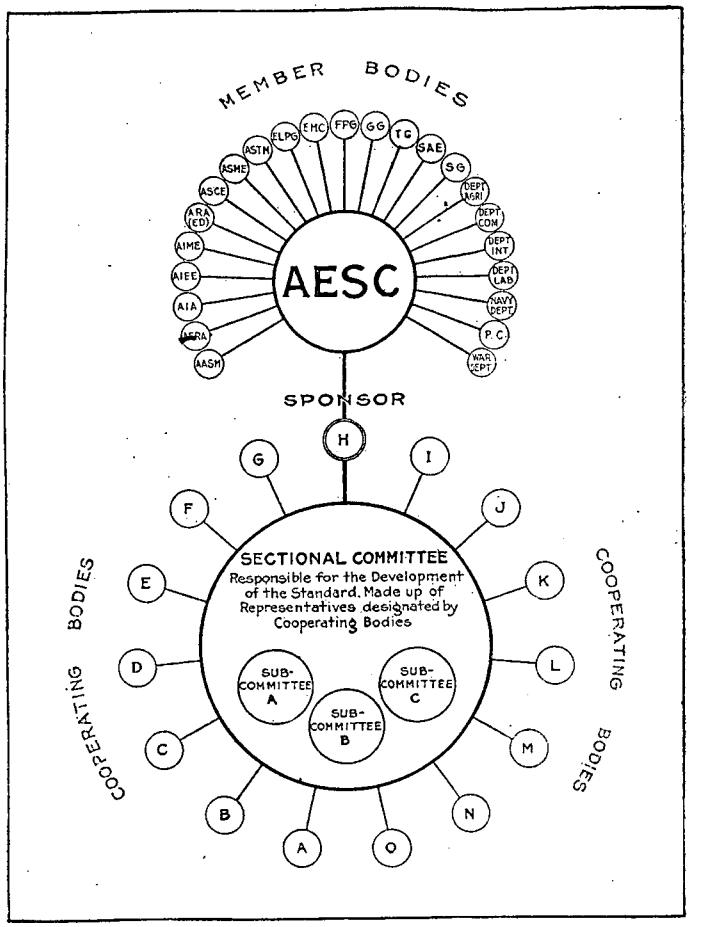
The British Trades Union Congress this year implies in its decisions and debates several things. In the first place, the ranks of labor are frankly getting a little "fed up" with the A. J. Cook type of leadership and the un-British methods of the minority movement. British workers will take no dictation either from prosperous A. F. of L. comrades or from the revolutionary comrades of Moscow. If revolution ever comes in Britain it will not be because of the beautiful logic of brilliant young men like Pollitt nor the hot but muddled thinking of the rhetoricians like A. J. Cook. It will come, as the general strike came last year, because the employing classes of Britain, in the industrial and the political field, are foolish enough to push the British workers against a blind wall of prohibition and restriction. There is infinite possibility in a group that can argue a case as calmly, in spite of deep passion and high enthusiasm, as did this Congress the Russian resolution. But, block all channels for constitutional expression of these possibilities and, above all, make a few personal martyrs by rigorous application of the wide powers of this new Trade Union Act of 1927, and the writer would not care to predict long continued calmness on the part of an erstwhile law-abiding working-class population. The outcome rests, far more than they recognize today, with the employers and conservative politicians of Great Britain.

The Engineering Approach

THE workers, when they met to consider the question in Philadelphia last spring (see The Survey, May 15, 1927, page 210) called it "the elimination of waste." Management, approaching the problem from another angle, calls it "industrial standardization." Both groups are intent on increased efficiency in industry, reduced risk, economies in manufacture and distribution, for the general good of the three overlapping divisions that include us all: employer, employe, consuming public.

One of the important contributions of the management group to this more intelligent organization of industrial processes is the activity of the American Engineering Standards Committee, at 29 West Thirty-ninth Street, New York City. Over three hundred national bodies are cooperating in its work, with approximately two thousand men serving on its sectional committees. The work of this committee during the past twelve months is outlined in its recently published Year Book for 1927. The record covers "important progress in the mechanical and mining industries, in industrial safety, its further extension through managerial and trade association activities and forward steps in international cooperation."

A typical standardization project is the recently completed specifications for railway ties. More than a hundred million railway ties are produced annually in this country.



Organization Chart for the Development of a Standard

For the first time both steam and electric roads have agreed on a standard tie. The report adds, "It is an interesting illustration of the manifold interrelationships of modern industry that eleven national organizations were officially represented on the sectional committee through which this unification of specifications has been accomplished."

Twenty of the fifty codes on the national safety code program have been approved by the A.E.S.C. The year's work has also included a revision of the National Electric Code "which is the industry's bible for wiring devices." Arrangements have been made for a revision of the standard plan on which state governments base their accident statistics.

The A.E.S.C. works in close cooperation with various governmental branches, notably the Bureau of Standards and the Division of Simplified Practice which was organized by Herbert Hoover in 1921. The report defines the respective provinces of this division and of the A.E.S.C. thus: "In general the work of the committee is concentrated upon standardization projects which involve technical considerations, while the Division of Simplified Practice concentrates upon such eliminations as it is possible to carry out from consideration of statistical production data alone."

The year book includes a list of two hundred and thirty-eight "projects which have official status" in civil engineering and building trades, mechanical engineering, electrical engineering, non-ferrous metallurgy, chemical industry, textile industry, mining, wood industry, and pulp and paper industry. This unadorned record in matter-of-fact engineering terms bears eloquent witness to the A.E.S.C. creed: "Standardization is dynamic, not static. It means not to stand still, but to move forward together."

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Alien Women vs. the Immigration Bureau

By EMMA WOLD

IT was Vera's case that sent me to the law books. It was Louise's case that made real to me that not even under our immigration laws do we live or die unto ourselves. For Vera, English born, English bred, English wed, and English sinning, was a stranger knocking at our doors for a brief stay, and barred by our immigration officials. But Louise, American born, American bred, American wed, since she had married an Italian here in New York, was quite a different person, and her sin, if any, was the American sin of pride and audacity, and she also had been barred. American birth could not save her from the consequences of alienage.

A twelvemonth ago Vera's name flared at us out of every newspaper. She had at one time been divorced, apparently because she had broken the seventh commandment. Seeking entrance to this country for a brief visit, Vera had blundered. She seems to have talked too frankly—more frankly than the man who had been the partner in her sin and who had already been admitted for a visit, unquestioned and unchallenged. With flaming sword our immigration officials stood at our gates and bade her go; for she had admitted the commission of an act that was a "crime or misdemeanor involving moral turpitude." A few days ago, the same officials stood at the same gate and bade Louise go back to the strange land to which she had followed her husband and from which, when deserted by him, she had returned to the place of her birth, of her parents' citizenship, of her nearest kin, who were ready to aid and comfort her. She also had blundered. She had pridefully declared, though coming in on a visitor's visa, that she had come to stay "forever," for "this is my country."

Here were the power and prestige of a great government bureau exercised against one little individual. The cases are but two of many—about five hundred a year, the Immigration Bureau tells us. Eventually Vera, who had an able lawyer and the means with which to pay him, appealed to the courts for release from her detention on Ellis Island, and won it on the ground that the act she had admitted committing somewhere on the other side of the water was not punishable there. It was therefore not a "crime or misdemeanor," however much of "moral turpitude" might be involved, and the Immigration Bureau, backed by the secretary of labor, was not justified in excluding her. Louise, also, with friends and funds to help her, appealed to the courts and was released.

Vera's case sent me hurrying to the law books to seek knowledge. I wanted to know on what conditions any one of us of the female sex might be allowed to enter this country had not our forebears before us sought liberty and happiness in this land, or had we succumbed to a European offer of marriage or otherwise forfeited citizenship in these United States. What I learned was that it pays to go to court if one would be delivered out of the hands of the immigration officials. I learned that our immigration department and our courts have strikingly different yardsticks for measuring acts "involving moral turpitude" and other qualities that figure in our immigration law. Vera's case was but cumulative evidence.

For instance, there was the case of Tina, a young unmarried Swedish woman. For several years Tina had supported herself in California, first as a domestic and then as a professional swimmer. On her return from a vaudeville venture in Australia she was held at the port of San Francisco for exclusion because she had admitted, as did Vera, a misdemeanor involving moral turpitude and because she was likely to become a public charge. There was no assertion that she was a prostitute or that she was entering the country for any immoral purpose. She had admitted that she had lived with an unmarried man in California as his wife, and that years before, in Sweden, she had lapsed from virtue with one man and again on the steamer on her way to Australia. Her appeal to the court was successful to this extent—she learned that she had not admitted the commission of any act held to be a crime in this country or on board the steamer, nor was there proof that her lapse from virtue was a crime in Sweden.

The court at the outset declared that "as to these lapses, not amounting to prostitution, the petitioner stands exactly in the same position before the court as would a man who was similarly charged. . . . Petitioner then may not be excluded on this ground, unless her paramour, if an alien, could be excluded under the same circumstances."

Whatever comfort Tina may have had from this declaration of the court was but dust and ashes. The court held that, since her hearing before the immigration board had not been unfair, there could be no inquiry into the sufficiency of the evidence on the likelihood of her becoming a public charge even though that finding might not be the one the court would make.

AGONIES unguessed lie in that phrase, "likely to become a public charge." It is fruitful ground for the exclusion or deportation of alien women likely to become a public expense because of poverty, insanity, disease or disability, or commission of some crime subjecting her to imprisonment. Even an American-born wife of an alien, unless she has regained her American citizenship, may be deported on this ground if her husband is deportable. Here again the Immigration Bureau has differed from our courts in measuring the degree of likelihood of becoming a public charge. Some recent cases speak for themselves and incidentally offer suggestions for dealing with alien women who too far tempt wandering American husbands.

Josefa, from Czecho-Slovakia, had been in the United

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States four years, not only supporting herself but doing better than most of us by saving $1,000 as well. She met a man who was separated by agreement from his wife, and for a time she lived with him as wife. He expected to marry her when he was free to do so. His wife complained to the immigration authorities and Josefa was arrested for deportation as likely to become a public charge because of her loose moral standards and character, as shown by her conduct after her entry. The decision was approved by the secretary of labor and by the lower court. But Josefa carried her case farther and secured her release on the ground that, as she was not then living with the man but was living a moral and useful life, there was no legal support for the order of deportation which had been based upon a conjecture only.

Similarly based upon conjecture and speculation was the case of Eunice Mitchell from Canada, a woman 42 years of age, in good health, a nurse on occasion, a preacher of the gospel, owner of real property in New York State and abundantly able to take care of herself. As a preacher she had in her congregation a man whose wife became jealous of the close association of her husband and the preacher. The wife sued for separation on the ground of cruelty and complained to the immigration officials that Eunice Mitchell might become a public charge because she intended to bring a suit against her for alienating the affections of her husband, and a judgment in her favor would take all the property of Eunice Mitchell and leave her with no means of support except her personal earnings. She also suggested that there had been too great familiarity between Eunice Mitchell and her husband, giving possible grounds for the conviction and imprisonment of the former, thus further making her likely to become a public charge. Upon this complaint, Eunice Mitchell was heard and ordered deported by the Department of Labor. The court characterized the case as "an amazing claim of power," without "a scintilla of evidence" that the alien was or ever had been a person likely to become a public charge.

THE tendency to confuse a charge of immorality against a woman with the danger that she may become a public charge is shown again and again in the cases. Thus, Hilda, of Ireland, who was stopped at port of entry charged with being of immoral character and likely to become a public charge, was finally ordered excluded only on the second ground as there was no evidence to sustain the first. She was a singer, dancer, and typist, had arrived with thirty-five dollars and baggage, and was engaged to marry a man of considerable income in New York, whom she had met on a previous visit to this country. The immigration authorities had received an anonymous letter concerning her intimacy with this man on her earlier visit. This seems to have colored their view as to her desirability as an immigrant and she was ordered excluded—not on the ground of immorality, since that could not be proved, but because she might become a public charge, although her American friend offered to become her bondsman in any amount the government might require.

With a practical mind the court weighed the probabilities in her case. Either she would marry and enjoy comfort and luxury in this country; or with her ability as singer, dancer, typist, she had prospect of employment. The probability of becoming a public charge was speculative.

The suggestion of the economic inferiority of a woman whose husband can not or will not support her appears in the case of Hosaye Sagaguchi, a Japanese wife of a Japanese resident of Seattle, whom her husband refused to receive when she came back from Japan after she had left him for a visit to that country. He asked that she be excluded, and the immigration officials refused her permission to land on the ground that she was likely to become a public charge. They gave as their reason that she had little knowledge of English, that she could probably not earn a living, and that, though her sister and her brother-in-law were willing and able to support her, her claim upon them could not be legally enforced. She showed that she was skilled in sewing and in making artificial flowers, that she could read and understand English, though unable to speak it readily, and that she was able-bodied and without mental disability. This case had to go to the Court of Appeals before she was discharged from custody under authority of a ruling of the United States Supreme Court that aliens may not be excluded merely because the prospect of their obtaining work is unfavorable.

A STARTLING hint that the authorities regard a woman having a child as unable to support herself and child is found in another case. Mrs. Greenwood, after living with her husband in the United States for six years, went to England with her small son for a short visit. On her return the immigration board found that she and her son were likely to become public charges because she had not proved the existence of her husband or his willingness or ability to support them, and she, being handicapped by the child, could probably not support herself. They were ordered to be excluded. The appearance of Mr. Greenwood and his promise to provide for them as far as necessary, though they were living apart, seemed for the moment to satisfy the secretary of labor, and Mrs. Greenwood was admitted.

Six months later, she and the child were arrested and ordered deported on the ground that she had admitted an offense involving moral turpitude, had entered for an immoral purpose, and was likely to become a public charge. It then appeared that the validity of her marriage to Greenwood eleven years before was questioned, as she had married him without proof, though in the belief, that a former husband was dead. The theory of the immigration officials was that she had admitted the offense of bigamy in claiming Greenwood as her husband, that she had entered for an immoral purpose in coming back to live with him, and that there was no certainty that she and her child would be supported by him since he was not the lawful husband and father. She showed that she had successfully supported herself in this country, but the issue turned upon the validity of her marriage and the possibility of a prosecution and imprisonment at public expense. The court, to which Mrs. Greenwood appealed, held that every charge against her had failed since there was no proof that her former husband was living at the time of her marriage to Greenwood and eleven years had elapsed without any evidence of his existence.

And thus have gone the cases of the alien woman versus the Immigration Bureau. Moral turpitude, likelihood of becoming a public charge, even prostitution, have been de-

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fined by courts in more liberal terms than by officials. Restrained by the ancient principle of law that the individual is entitled to the benefit of a doubt in his favor, the court stands opposed to the bureaucrat who resolves every doubt against the person. Touched even with compassion and righteous indignation, one court of appeals has recently scored the "hypocritical injustice" which would have sent a woman of twenty-eight who had been in this country since she was eighteen months old to Italy as to her home, though, as the court said, she "knows considerably less about the land to which she is ordered than a reasonably intelligent American tripper does after one summer there."

The seasons come and go, the constellations rise and fall, and somehow I cannot think without compassion of those men and women, by the thousands, who have mutely accepted the orders of immigration boards and have turned eastward again eyes that had yearningly gazed at the skylines of our ports of entry. Of those thousands how many have lacked not a good cause, but good friends and ample funds?

St. Louis Tabulates Well-Being

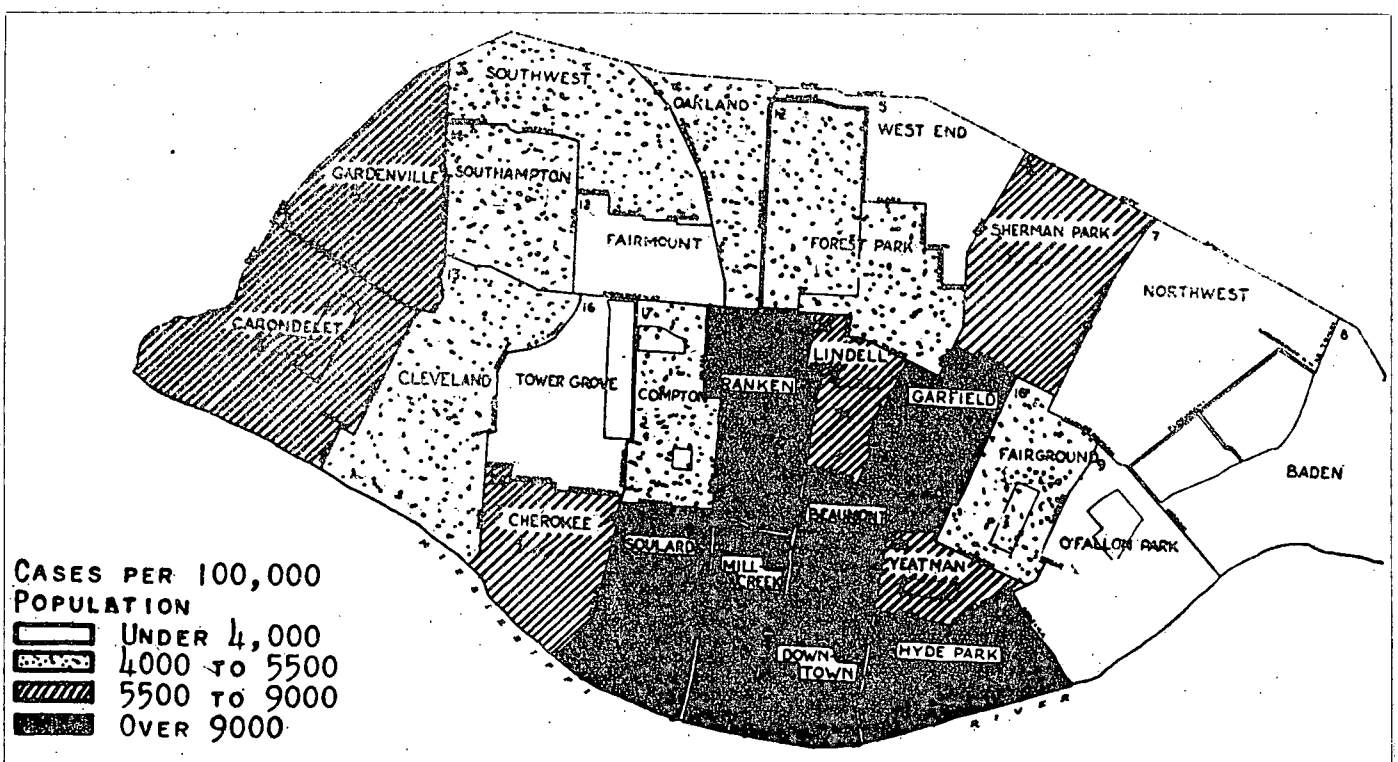
By ELWOOD STREET

ONE year's trial of the plan of the Community Council of St. Louis for dividing the city into permanent statistical and informational districts has improved its worth. (See The Survey for October 15, 1926: the City Map, by Blanche Renard.)

The City Health Division has added to the value of the plan by throwing its own statistics into these districts; several social agencies, including notably the St. Louis Provident Association, have reorganized their district plans so that their boundaries correspond with those of the Community Council's permanent districts. Data previously unavailable on adult delinquency will be furnished during the second year of this plan through figures of the City Police Department on the residences of persons arrested for felonies. These data will be arranged by districts and tabulated as have already been tabulated the figures for other factors in social maladjustments. In its campaign last November the Community Fund used these districts for its own organization, adding to the sense of localized responsibility which had been growing; and it will use these districts again in the campaign this fall.

Month by month combined figures of the reports made by social agencies to the Social Service Exchange, arranged by districts, have been fused with the information received from the City Health Division and given to the newspapers in the form of tables showing the relative well-being of the various districts.

The validity of the plan in developing public interest was shown one evening last winter, one of the stormiest nights in years, when more than seven hundred residents of the Fairgrounds District in North St. Louis gathered in the auditorium of the Beaumont High School. The program included addresses on the history and advantages of the community; entertainment by Boy Scouts, Girl Scouts, the Y.M.C.A. and other social agencies active in the district; and a talk by the director of the Community Council. He showed that while the district had many human assets it also had liabilities which ranked it on an average of twelfth among the twenty-six St. Louis districts. He added that



Human Well Being, arranged by districts in St. Louis, for the year July 1, 1926—June 30, 1927

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control of this situation was very largely in the hands of the citizens of the district, who by their own efforts could see that more adequate playgrounds were provided by the city; that schools were kept open for recreation and community activity after school hours; that churches engaged in community activities; that manufacturing plants cooperated with social agencies in providing employment to unemployed men with families; and that disease could be reduced by a community campaign for the observance of the rules of health, and the reporting of communicable diseases. The meeting was sponsored by a committee made up of representatives of all of the business, fraternal, religious and social organizations in the district.

So successful was a similar meeting held in Carondelet in South St. Louis that plans are under way for the formation of a permanent district council by request of the residents of that district. A staff member of the Community Council will be detailed to handle preliminary details of organization. If this district council goes sufficiently well the budget committee of the Community Fund will be asked to appropriate sufficient money for the employment of a full-time district council secretary whose task it will be to organize district councils and arm them with the material with which to attack, district by district, and problem by problem, the human problems of their community.

The Community Council plans at least one meeting a month of this character in districts which seem to have the highest community spirit and to be susceptible to organization. Two districts in which meetings have been held have already come back with demands for more.

Tables are prepared each month to show the standing of the twenty-six districts in regard to dependency, delinquency, disease requiring free or part-pay hospital or nursing care, communicable diseases of various kinds, excess of births over deaths, and nuisances abated, by the City Health Division. Each kind of information is tabulated, first according to the actual number of cases; then according to the number of cases per hundred thousand population; then in terms of cumulative figures, since the beginning of tabulation on July 1; then arranged in ascending order of number of cases per hundred thousand, district by district; and finally in the form of a combined table which assembles all of the data and gives the total number of cases of all social factors reported for the period in terms of cases per hundred thousand population.

To the immense pain of certain more aristocratic districts and the bewilderment of many citizens, Fairmount District, which is known to many as "Dago Hill," because of its large Italian population, and parts of which are not in savory repute with prohibition enforcement officers, headed the list at the end of the first years, leading all of the other districts of St. Louis in the tabulation of human well-being. Many citizens could not understand why it was that a district largely made up of foreigners should have the best "human welfare batting average." The reasons would seem to be that the district lies in the outlying part of St. Louis relatively free from city smoke and city tenements, largely made up of single dwellings with plenty of open space for play. While many Italians live there, as well as a fast growing settlement of American citizens, the Italians are not of the impoverished class which inhabits the downtown tenement districts but are largely self-supporting and self-sufficient. There is no evidence that the district is neglected by city sanitary inspectors, that deaths are not reported, that physicians do not report contagious diseases, that the police do not arrest delinquent children, or that social agencies do not operate there. The district's standing seems to be primarily a tribute to the virtues of single-family dwellings, fresh air, freedom from smoke, and open spaces combined with sturdy independence and possibly some mutual aid on the part of the inhabitants.

The combined table for the year ending July 1, 1927, which is a sort of index of human well-being in St. Louis for the year, is shown in the accompanying chart.

DIFFICULTIES in organizing neighborhoods even in polyglot American cities pale before the accounts of the new Nagpada Neighborhood House in Bombay, India, recently established by the American Board of Commissioners for Foreign Missions. Though a mission institution, the Neighborhood House does not aim at proselytizing and ministers to all classes, irrespective of caste or creed. "The population of the neighborhood is predominently Muslim," writes Clifford Manshardt, the director, "but there are also large numbers of Jews, Hindus, and Christians. Never in the recent history of India has the communal situation been more tense than at present. The different communities are suspicious of each other, and it takes very little to fan the spark of suspicion into a mighty flame. A further complication to the task of neighborhood building is the segregated vice district with its 5,000 prostitutes and open display of lewdness, almost at our very doors."

The physical equipment of the center includes a $50,000 building and an open playground. The building houses a public hall, a dispensary, library and reading room, class and club rooms, game room, residential quarters, and a hostel for twenty-four young workingmen and students, Muslims, Jews, Hindus, and Protestant and Roman Catholic Christians who help on the playground, in the office, and in other settlement activities. More than 3,000 people, drawn from all the many groups of the neighborhood, use the house weekly.

BY AN ARRANGEMENT just completed, the University of Chicago and the Association of Community Chests and Councils will cooperate during 1928 in gathering statistics of service rendered by social work organizations in a number of cities. This project is a continuation of the efforts of the Community Chest Association to assemble similar figures for fifty cities during 1926, which in turn was an outgrowth of the study made three years ago by Raymond Clapp of the Cleveland, Ohio, Welfare Federation.

The work during 1928 will use as its basis uniform monthly reports of the various organizations, beginning in January. Approximately twenty-five cities will be asked to cooperate, and the public agencies as well as the voluntary will be included. The monthly report blank has been prepared by A. W. McMillen, who will serve as full-time director of the study, while the general administrative committee for the enterprise includes representatives of both the University and the A. C. C. C. The former are: Professor L. C. Marshall, chairman of the department of political economy; L. D. White, professor of political science and secretary of the University's local community research committee; Edith Abbott, dean of the Graduate School of Social Service Administration; Henry Schultz, professor of economics; C. R. Rorem, instructor in accounting; and Roland Haynes, secretary of the University. The representatives of the A. C. C. C. are: Fred C. Croxton, executive secretary of the Columbus, Ohio, Community Fund; Pierce Atwater, executive secretary of the Wichita, Kansas, Community Chest; William J. Norton, secretary of the Detroit, Mich., Community Fund; and Raymond Clapp, director of the Cleveland Welfare Federation. The cost will be borne jointly by the two cooperating groups.

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EDUCATION

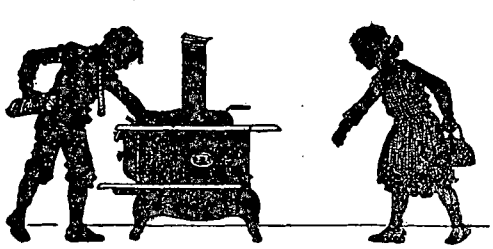
Case Work for Schools

By EDWARD A. FITZPATRICK

EDUCATION has social anaemia—and this in spite of its impressive expenditures, its architectural monuments, its perfection of techniques, its fertility in theory and its widespread support as a part of our democratic aspiration. All of these are merely accessories. They do not go to the heart of the educational problem. Education must be regarded not as a scholastic process, but as a social process. School must be viewed as Professor Franklin of Lehigh says, as the "sum of all influences outside the home . . . and everything is in a dreadful state of confusion—excepting only book work."

The anaemic condition of education is due to the lack of knowledge by the teacher of the social relations of the child she is attempting to educate. Or, putting it more bluntly, it is the failure of the school to take into account the child's experience. Monday was always a terrible day for a number of children in a certain school. Scoldings were numerous, as were low marks, and school, teacher, and student morale were affected. Individual study revealed the probable cause of the situation in a parental habit of leaving children in movie theaters early Sunday afternoon, giving them enough money for the purchase in the theater of an ice-cream cone for supper, and recovering them between ten and eleven in the evening at the theater. The lack of such essential social knowledge as this is rendering the work in school not only ineffective but injurious in the attitudes it is creating.

A more definite lack is revealed in the student's failure to see the connection between what is said and done in school and his life outside. For example, John Dewey recounts: "While I was visiting in the city of Moline a few years ago, the superintendent told me that they found many children every year who were surprised to learn that the Mississippi River in the textbook had anything to do with the stream flowing past their homes."



Looking into the future I can see our great constructive work of education carried on so that in a very real sense "the whole child" goes to school. The repressions of home or playground are not hindrances in school work; school is an instrument of wider appreciation and more intelligent utilization of out-of-school resources. Education becomes a creative process which will develop a unified personality.

Today we are building up in school only one side of the child's personality—the scholastic self. Instead of the world being the child's school, the school is the child's world. This job is done in great seriousness and with tremendous effectiveness. The most recent machinery is tests and measurements, with their rules and more rules, and at times with their pitiable determinism. Useful as clues or for diagnoses, in the hands of the mechanical-minded they are fatal to real understanding. They seem to add to the "scientific" character of education; they impress with their air of mathematical certainty. Yet they measure only the scholastic side of the child. This over-emphasis on the academic explains facts and situations otherwise inexplicable: the child who in the classroom uses perfect English and who on the playground uses a language that is unprintable; the brilliant student, leading his class in everything, who goes out into the world to become merely another hewer of wood and drawer of water; the dull boy or girl, rejected in school, who becomes the head of the corner in life.

From the standpoint of social effectiveness, intellectual development, mental hygiene or individual character, the many selves of human personality must be unified. The school, instead of building up a self peculiar to its artificial conditions, should be the agency for integrating on the highest possible level the many aspects of the child's personality. The school's contribution must be in terms of direct enrichment from the racial inheritance and contemporary life and in terms of organization of all under the domination of some great principles of human life.

I propose as one of the greatest instruments of this new schooling, our old Cinderella of social effort, social case work, refined in method and broadened in scope to serve the constructive purpose of education. We have seen its service in the pathology of social work as in the pathology of education, with the truant, the delinquent, and even the sub-normal. We have seen it utilized largely with problem children by visiting teachers. What is here proposed is that this broadened case work become the basis of a constructive educational program for all children, by the classroom teacher herself.

It means a major interest in normality. Where mental hygiene and social hygiene facts are used, they should emphasize, instead of disease, abnormality, degeneracy, and crime, the facts of normal physical, social, mental and moral life. We should set up as part of our general aim the development of the potential resources of the great mass of the people—resources undeveloped by present pedagogical methods.

There is a very definite movement toward individual study. The new emphasis on individual differences furnishes a basis in educational psychology. The new educational procedures like the Dalton plan and the project method reinforce this tendency.

The present concern with character formation deepens to an increasing realization of the need of genuine educational

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case study. Dr. Adolf Meyer says in his Mental and Moral Health in a Constructive School Program: "I have not, so far, touched specifically upon the moral health of the child. It is here that no teacher can do himself or herself justice without individual records." And the Committee on Character Education of the National Education Association, after pointing out the lack of scientific knowledge in the field of character development, goes on to say: "This seems to us to magnify the importance of 'case material'—of carefully observed and recorded examples of moral changes in children (and indeed in all persons)."

The proposal we are making is that the essential background information must be had for every pupil without reference to any determination by mental tests or otherwise of subnormality.

This information must be an actual tool of the classroom teacher. It may be useful and helpful in a Bureau of Education Counsel as a recent report of the LaSalle-Peru Township High School indicates. But it can only be a reconstructing influence affecting every child every day when possessed by the classroom teacher. The passing on of information from teacher to teacher must be done in a spirit of constructive helpfulness. I know of no greater injustice to children in schools than the reputation of stupidity or mischievousness. Teachers too often accept this oral tradition as conclusive and children, particularly in large classes, are denied opportunity because they are pre-judged.

Consider a particular class: Is the teacher denying herself rich opportunities of service if she is directing her teaching at a so-called average child? Or, using educational case work as her basis, will she help her students rise above themselves intellectually and morally if she knows the range of their experience? Much useful information is now contained in teachers' "registers" or is available as "statistics" in some central office, but it is not used by the teacher in dealing with John Smith or Mary Jones day by day.

There is possible use in knowing the occupation of pupils' fathers. Cannot a teacher see many ways to enliven her instruction in geography, English, or social science in the following occupational list?

Laborer	2	Carpenter	2
Flagman	1	Bookkeeper	1
?	1	Cartage	1
Tailor	1	Nurse	1
(Presser)	1	Tanner	1
Crane Operator	1	Hammer Operator	1
Troubleman	1	Inspector	2
Heater	1	Steamfitter	1
Drill Press Operator	2	Elevator Operator	1
Machinists' Boss	1	Machinist	2
Die Maker	1	Pattern Maker	1
Moulder	1	Turner	1
Electrical Contractor	1	Painter	2
Mason Contractor	1	Nash Receiving Dept.	1
Office	1	Nash Motors	1
Storekeeper	1	Salesman	1
Shipping Clerk	1		

Would this difference in occupation mean anything in handling the classes, or the children, or in creating more sympathetic home contacts?

Or is the teacher a better teacher in dealing with Mary Kovinsky if she knows that both Mary's parents were born in Poland, that from the earnings of the father as an elevator operator the family has bought its own home, that two languages are regularly spoken at home, that Mary has never been to a theater, a lecture or a concert, though she attends the neighborhood movie twice a week, and that she earns money running errands outside of school?

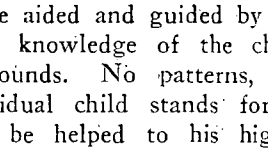
Would it help the English teacher to know that though John was born in the United States as both his parents were, he hears three languages at home, Swedish, German and English, that he has never traveled, never been to a theater or a concert, and only once to a lecture—the newsboys' club? Also, that he earns five dollars a week selling papers?

Would a teacher talk less glibly about mountains, deserts, icebergs, and other colorful, far-off things, if she knew that more than half of her children have never been outside of their immediate neighborhood—city streets—even in these days of cheap automobiles?

Could we do more for the children and for a "better world than this," if we knew the prejudices, admirations, loves and hatreds which are bred outside the school?

Back of the suggestion is a rejection of the educational process as essentially a scholastic process. It is not a mere technique of teaching geography, history, science, cabinet-making; it is a process of aiding in developing human beings.

Obviously, under such a conception, teaching becomes a spiritual adventure. Each child is a new creative force in the universe, to be aided and guided by the teacher from her intuition and knowledge of the child's nature and his social backgrounds. No patterns, no moulds will help. Each individual child stands forth a new problem. Each must be helped to his highest development in terms of his individual need, with himself as artist and his life as his handiwork, and the racial experience as his inheritance which he may have if he earns it.



Guidance in Rural Communities

By C. E. PARTCH

IT seems fundamental that all pupils before leaving school should make some study of the need for all kinds of work, the ways in which people earn their livelihoods, the opportunity for usefulness and happiness in one's work, the requirements necessary to enter the different fields of work, and the ultimate social, civic and economic status the prospective worker may expect to attain in the different occupations.

A survey of the guidance work being done in the schools shows that only the larger cities have attempted to organize their work as a comprehensive program. Considering that over half of the school population is attending schools in communities of less than 2,500 population it is evident that on the whole we are failing to meet adequately one of the fundamental objectives of secondary education.

Obviously the small communities are not equipped to or-

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ganize for guidance as well as are the cities. However, a few communities are coming to recognize that much may be accomplished if several small centers cooperate in planning and developing a comprehensive guidance program.

Hunterdon County, New Jersey, with an area of 437 square miles, has a total population of about 35,000, of whom 90 per cent are native whites. Agriculture is the chief occupation, with 80 per cent of the population classified as rural. In the spring of 1926 a group of civic-spirited men in this county organized the Hunterdon County Vocational Guidance Committee. The committee was composed

Courtesy The Canadian Forum

of several representative business and professional men, five highschool principals, the county superintendent, and the county Y. M. C. A. secretary. The original purpose of the committee was to aid highschool graduates in securing suitable employment. Shortly after the committee was organized they learned that the present writer was to accept a position as professor of educational and vocational guidance at the State University and asked his help.

It was agreed that a comprehensive guidance program should include more than just the placement feature. To be effective, guidance must provide adequate try-out experiences in order that the pupil might discover his interests, aptitudes, abilities, knowledge or skill; provision for pupils to study several occupations; counsel with an experienced person in order to make a reasonable choice of occupation; provision for more definite vocational education in preparation for the chosen occupation; aid in securing suitable employment for which they have been trained; a follow-up by the schools of their graduates for a period of years in order to ascertain the success of the beginning workers and the progress they have made in their chosen occupations.

The most difficult problem in carrying out such a guidance program was the lack of trained teaching personnel. To help in the solution of this problem the writer addressed the entire faculty of the different highschools of the county on what a comprehensive guidance program should mean. Later he discussed with the highschool seniors the problems that each individual must consider in choosing an occupation and, if the choice of occupation required college preparation, how to select a suitable college.

A bulletin prepared by the guidance department at the university was given each highschool senior. It covered the salient points of occupational adjustment:

The Choice of a Vocation; Check List for Study of Occupations; Who Shall Attend College? The Increasing Demand for College Education; Which College or University Should You Attend? What a College Education Is; The Meaning of a Profession; Personal Qualifications Necessary for Success in College; Information the Student Should Consider in Selecting a College; Where and How to Secure Information about Colleges; College Entrance Requirements; Coeducation; Vocations for Women; Values Derived from College Training; Adult or Part-Time Education; General Classification of Colleges; Colleges Classified on the Basis of Vocations; Professions and Vocations Requiring College Preparation; Books That Will Help You in Your College Problems.

A questionnaire—After High School, What?—was sent to each senior. These questionnaires were collected, the principal of the highschool reviewed them and they were then forwarded to the guidance department of the state university for tabulation and study.

The committee made a follow-up of school children in the county to get reliable information regarding the occupations which the beginning workers engage in and also information about these occupations. The following questionnaire was used:

FOLLOW-UP OF SCHOOL CHILDREN
HUNTERDON COUNTY
NEW JERSEY
1927

1. Name of pupil .....
   Address.....
2. Did he graduate from high school? .... Age at graduation ....
3. Did he leave school before graduation? .... Age at leaving school ....
4. Why did he leave school? .....
5. Is he single or married? .....
6. What was his first job? .....
7. How did he secure his first job? .....
   What beginning wage did he receive? $..... per week.
7. How many jobs has he had since leaving school? .....
8. What is his present job? .....
9. What is his present wage? $..... per week.
10. Is he satisfied with his present job? ..... If not, why not? .....
11. What subject, or activity, or experience that he had in school has been the most helpful to him in adjusting to his work? .....
12. What was least helpful? .....
13. What specific training, if any, did he have for his present job after leaving school? .....
14. Is he doing any systematic studying at present? .....
    College ..... Where? ..... Course? .....
    yes or no
    Trade School ..... Where? ..... What course?....
    yes or no
    Correspondence School ..... What course? .....
    yes or no
    List any other .....

A list of the eighth-grade graduates who normally would have gone to high school and would have been graduated as of the class of 1926 was taken as a working basis. As far as possible a follow-up was made to ascertain the type of work those students who have had no high school training are engaged in. The difference between those who entered high school and those who were graduated gave a list of stu-

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dents who dropped out during highschool, and these students were followed up to ascertain the value of their highschool experience. This information is to be tabulated and used as a basis for advising young people in the eighth grades and the highschools as to the actual occupational conditions the boys and girls in the county meet on leaving school.

Extension classes for teachers in the county under the direction of the county superintendent are to be held for the purpose of developing a more sympathetic understanding of guidance problems. The follow-up of the school children of the county will be continued. One of the chief needs from an administrative point of view is that someone in the county should be responsible for the organization and supervision of a comprehensive guidance plan. The logical person is the county superintendent or someone delegated by him who would divide his time among the different highschools of the county in developing and supervising an adequate program of guidance for all of the highschools.

Teaching Teachers

By HENRY R. LINVILLE

A NEW educational idea produced the Manumit Summer School at Pawling, New York, conducted by the Teachers' Union of New York City for eight weeks last summer. The idea was the creation of an experimental school for children with a school for student-teachers who observe, analyze and discuss the work of the children's school and at the same time do creative work of their own (see The Survey, April 15, 1927, page 103). The school for children enrolled seventy boys and girls who were divided into five groups or classes. Twenty-five student-teachers registered for part or all of the term.

Project work of various kinds was carried on by the groups in two morning hours followed by an hour of outing or athletic activity. From two to four the children worked in fine arts, in clay modelling or in the woodwork shop. The student-teachers observed the children at work, except during their own seminar from two to four daily and their shop period of two hours in the morning.

In the margin of the day's activities, so to speak, there were folk-dancing or singing, nature walks, camp fires, tramps, and occasional over-night hikes to moderately distant places. Such experiences, as well as swimming, gardening and the camp routine were all regarded as parts of the school life.

The announcement of the summer school contains this statement: "An immediately important purpose the Teachers' Union has in view in establishing this school is to begin the training of public school teachers in the new experimental procedures, in order that ultimately the public schools may profit through learning a method that is now restricted largely to a few experimental private schools."

The Teachers' Union is being asked whether it succeeded in its effort to train public school teachers in such a way that they would carry over to the public schools the attitudes and methods they had acquired in the summer school. It is hard to say what an eight weeks' experience in a new kind of school can achieve in bringing about a reorientation of objectives and attitudes. Until now no one has gone over this route. There are no mile-posts or pointing fingers. Also, the picture of the school's accomplishment would vary with the definiteness of one's idea of the need for such experience, as well as with one's intellectual flexibility.

Objectively, the school was part of an environment in which there was no remainder of the staid and formal public school. Accepting the principle that to have development and growth there must be freedom, the teachers encouraged the groups to work out their own projects. It developed within the first two weeks that four of the five groups were unable to find a practical basis of integration. The fifth group had developed a basis of effort through nature study. With three of the other four groups a process of reorientation began, for one group through a newspaper, not fully growing out of the environment; for another, through a store project; for a third, an especially immature and incoherent group, through a building project which involved the brook environment. The oldest group, children of thirteen and fourteen, previously over-stimulated in the New York City environment, reached an advanced stage of disintegration. It is worth while recording as a hopeful sign of what can be done in this field of experimentation that the members of this group, although strongly rebelling against what the teacher was trying to do, eventually achieved an integration without compulsion and ultimately developed a real cooperative enterprise. In a public school the teacher would have been dropped or transferred and the children would have been disciplined into submission. In such an experiment as the Manumit Summer School we can really find out what will work. In public schools we only know what is made to work; how much better another approach would serve can never be known.

The summer school started the work of breaking out a new path through the wilderness which the public schools have never cleared. Indeed, they may have made the wilderness. To start on the new path-breaking job calls for personnel, equipment, technic and material. If in eight weeks we managed to assemble an expert staff, children, student-teachers and material, and to attack the problems of equipment and technic, we made a worth-while beginning.

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Ruth, Who Couldn't Read

WEN I went to Dr. W. Beran Wolfe to ask him how and where he is using in this country the techniques of helping maladjusted children solve their behavior problems which he learned under Dr. Alfred Adler in Vienna, he told me, among other things, the story of Ruth who couldn't read. Dr. Wolfe, an alumnus of Dartmouth and the medical school of Washington University, worked in several of the famous child guidance clinics in Vienna during 1925 and 1926. Now, in addition to his private practice, he finds through the mental hygiene clinics of Mount Sinai and Beth Israel Hospitals and through the Hunt's Point Child Guidance Clinic opportunities to carry out under American conditions Dr. Adler's theory that the psychologically trained physician's viewpoint and skill are necessary to a genuine scheme of education (see The Survey, September 1, 1927, page 490).

Ruth's mother took her to the clinic because Ruth couldn't read. Ruth was so thin and pale and stooped that a hospital clinic seemed a reasonable place to take her anyway. At nine years of age, she was in the third grade at school, but she had been artificially promoted by her teachers "to spare her mother's feelings." Ruth could read only a few simple monosyllables like *and* and *see*. If she was asked to read a particular word her lips and throat moved as though she were trying to form the syllables, but after a few attempts she gave it up, looking into the examiner's face with an expression of weary despair. If pressed, she would make some meaningless sounds that bore no relation to the word in question.

After examining Ruth, several of the doctors at the clinic felt that her difficulty was due to "some actual break in the cortical association tracts." But Dr. Wolfe saw in the child's situation a definite behavior problem, and he took the case, hoping that a psycho-therapeutic approach might lead to a solution of a problem which was hopeless if regarded from an organic viewpoint.

"My training under Dr. Adler had taught me that alexia (inability to read) and left-handedness often go together," Dr. Wolfe said in talking to me about Ruth. "This is because the eye movements of left-handed children are normally from right to left. I tested not only Ruth but her mother and sister and found that all three were undoubted sinistrals (left-handed people). Ruth wrote with her right hand and used her right hand at the table. In my experience alexia is even more common in converted sinistrals than in frank sinistrals."

Dr. Wolfe first explained the situation to Ruth's mother and teacher and secured their cooperation in freeing Ruth from scolding, nagging and ridicule. He encouraged the child herself, making light of her difficulties. Then Dr. Wolfe proceeded to teach Ruth to read. He printed, "Now I can read" in large letters on a strip of paper. Ruth could not read a word of this hopeful sentence. But Dr. Wolfe read it to her and Ruth's face lighted as she repeated it after him. Ten or twelve such phrases were learned by rote. Then the strips were cut up into an old-fashioned word game. For several clinical periods Dr. Wolfe and Ruth played the word game. Ruth learned to recognize between 120 and 140 words in this way.

"At this stage," Dr. Wolfe explained, "the real cure of the alexia was instituted. I explained to Ruth that sometimes left-handed girls try to read from right to left instead of from left to right. I told her this was why she had never been able to read in school, and added that left-handed girls who remember to follow the words the way they are written soon learn to read. We now began to divide words into syllables and letters. In left-handed alexia the person often not only begins the word from the wrong end but also transposes letters and syllables within the word. Thus *house* would become *ohues* and *Harvard, hrvadra*. Ruth and I established three rules: spell from the left, sound from the left, read from the left. These rules were repeated before each new word was attempted, and where mistakes were made they were corrected in a jocular, encouraging way."

Ruth came to the clinic every other day for three months. At the end of that time she was not only reading her school texts better than any child in her class, but polysyllables such as *telephone, Manhattan, railway, automobile,* held no terrors for her. She did not always achieve these long words at the first try. A single syllable was often transposed, but the error was quickly rectified when the three rules were recalled to her mind.

"The case of Ruth taught me a number of lessons," Dr. Wolfe observed. "In the first place it showed me that we should not be too quick to paste neurological labels on a child lest we condemn him to a tragic and sterile existence because of our own unwillingness to develop a technique of what I like to call 'psychogogy'—pedagogy which makes use of the tools of modern psychology. Again, it taught me that probably many converted sinistrals are compelled to leave school every year and occupy themselves with menial tasks the rest of their lives because teachers, unable to recognize their sinistrality, label them 'stupid.'"

Far more important than the acquisition of an academic tool was the personality change that occurred in Ruth during those three months. A new world was opened to her. From a timid, isolated, unfriendly, dependent child with downcast eyes, bad carriage and sallow cheeks, Ruth became a laughing, rosy cheeked, courageous little youngster, adequate to her home and classroom responsibilities. She had learned not only how to read but how to live.

A DEMONSTRATION SCHOOL, organized by the staff of the Pocono People's College at Henryville, Pennsylvania, will be held at the famous Oglebay estate, Waddington, near Wheeling, West Virginia, this winter. The new experiment is undertaken at the joint invitation of the Extension Service of the state university and the Oglebay estate. The three months' session (December 1 - March 1) will take the place of the usual winter session at Henryville. The student group will be limited to seventy-five. The school is to be housed in the buildings of the estate, which include a club house and a lecture hall. In addition to the members of the Pocono staff, specialists in various lines will be supplied by the Extension Service. It is the hope of its sponsors that the new school will train a staff of teachers in the methods and backgrounds of informal education for young adults which have been worked out at Pocono, as a nucleus for a permanent people's college at Waddington and at the same time to further the adult education program already undertaken by the Extension Service. In the past six years, 900 Country Life Conferences have been held as part of this program, reaching 250 communities in the state. Nat T. Frame of the University of West Virginia is the director of this service. He works in cooperation with local groups in the various communities.

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SOCIAL PRACTICE

The Subjective Element in Interviewing

By FRANCES M. POTTER

WE have analyzed our clients' actions and reactions ad infinitum, our own, very little. If we are to progress further in the art of case work, our attention must turn to self-analysis, deliberate, conscious, purposeful, that we may determine by study and selection the mental attitudes in ourselves that evoke the desired reactions in our clients.

In accord with this theory, there is a subjective preparation and procedure which may be used to advantage in many treatment interviews and almost all first interviews. Before a new contact or a difficult interview, one clears one's mind completely of every thought pertaining to one's own life and interests, then of all preconceived ideas or judgments about the person to be interviewed and his situation. One may have facts in mind, but they must be dissociated from any emotional coloring or interpretation. One must be ready for a re-evaluation, if it should come. Perhaps what we have considered valuable in the other's experience has been harmful and binding, and what we have considered harmful has been the liberating element. Only a neutral, impartial attitude can allow the true interpretation of that experience to make itself known.

Then, with a cleared, impartial mind, one meets the client. We are all familiar with the devices for securing a favorable sitting, but beyond comfort for both individuals, light that reveals the client's face, and all the rest, there is a subjective procedure during the interview which releases the client for self-revelation. Most of our clients are not naturally, or by training, analytical nor expressive. If they are to achieve this, we must provide the medium that makes it possible. We whose very occupation so often makes us more than ordinarily assertive and expressive, in a positive way, must take care that we do not overpower the weaker, much less practised attempts of our clients at self-expression. We must turn off the outgoing current, as it were, if we are to get the incoming current. This means a conscious putting aside of self and its expression, a relaxing of every physical muscle and all mental tension, a giving of one's consciousness completely to the other person. It means absence of evaluation of anything the individual may say—absence of criticism and blame—no measuring of the other's experience by our own standards, but only a mind ready to comprehend that experience and its value and meaning in that life.

In this atmosphere, the mind of the client is released, and he talks of the things that are vital to him, with no fear of censure. The interviewer is identified with the interviewed, and the latter expresses himself almost as he were thinking aloud. With an occasional word of assent or denial, and a question or two, all put in a neutral voice and without any urge for answer, the client goes through his story to the end. Often the act of expression has brought with it a clearer insight into the problems involved, and almost always, it brings renewed courage to face those problems. There has been no emotional reaction on the part of the interviewer, so there is not the weakening of the client's morale that results from telling his story to get sympathy, or to receive attention.

After the client has thought as far through his problem as he seems able to, the interviewer becomes positive in attitude, and turns to friendly conversation, detached as much as possible from the subject-matter of the interview proper. One may talk about the client's dishes, or the plants in the window, or Billy's good school record, anything that will leave the client in a cheerful frame of mind, thinking of something other than the problems he has just discussed. He must be prepared to meet the daily issues of life again, he must be brought back from the unaccustomed mental exploration he has just performed, and set in the accustomed mental paths.

This procedure is equally applicable when the client is to be brought to face a situation, and evolve a solution. But there must be no preconceived idea as to what the solution is to be. The interviewer must be sincere in the desire only to have a sound, helpful, growth-producing solution evolved. She must be ready to discard her most cherished theory as to what shall be done, without a single qualm, and accept unreservedly the solution that grows out of the client's expression of the best that is in him. For the most we can ever hope to accomplish is the release of the client's best thought—shall we call it, his creative energy? He will use it more easily next time the need arises; deprived ever so little of the right to use it, his power to do so weakens, and we have taken from him his potential ability to meet life successfully.

The way this procedure is applied is illustrated by an interview with a woman who had lived for thirty years with a man not her husband. A former entanglement on both sides prevented their marriage. Mr. Black, the man, had been interviewed in the office where he had applied for groceries and coal because he was out of work. He soon entangled himself and revealed the fact of his irregular marital relations. He was angry that he had done so, and departed in wrath. Naturally, Mrs. Black was quite ready to be irate, herself. When the visitor called, Mr. Black came to the door and it was only with considerable difficulty that entrance was gained at all. Mrs. Black greeted the visitor, whom she had never seen before, with a storm of invective and abuse—surely a most unpropitious introduction. The interviewer allowed Mrs. Black to say all the things she had on her mind, made no reply, and did not allow herself to become angry. She remained detached and impersonal.

During a lull in the storm, she asked whether Mrs. Black

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did not suffer a great deal from varicose veins, as her legs were very much swollen. This was a vital subject to Mrs. Black, and it drew her attention. She told all about the way in which she had come to be in such a condition. It took her back fifteen years, and in telling about it, she gave surrounding circumstances, and then the whole story of her life. As soon as the interviewer had the stream of conversation started, she relaxed physically and mentally and used the procedure outlined above.

Mrs. Black told all about the circumstances of her marriage and her husband's desertion, her meeting with Mr. Black and their evolving the working arrangement which had persisted for so many years. The facts were there, but more than that, their true emotional coloring and significance for that individual, which no amount of direct questioning would ever have elicited. In this case, anything resembling the latter procedure would have brought forth an invitation to leave the house, as the interviewer was told in no uncertain terms during the opening tirade. What did the use of the given procedure here accomplish? At the end of the interview, Mrs. Black was not only friendly, but was actively interested in solving her own problem; she was, and has remained, perfectly frank and approachable in all matters; and she and the interviewer had established a usable relationship for further contact which it would take a very severe strain to break.

Regarding the relationships established by this means, they seem to have a permanency and durability which relationships established in the more usual ways so often lack. How many of us have seen even the client who has always been friendly, turn against the worker and the organiation, when a strain is put upon the relationship. That is not true of the relationships built up the other way because they are not built on the client's appetite for approval or attention but on the solid foundation of impersonal understanding.

Subjective analysis and the subjective planning of interviews gives to case work a new fascination and opens up a field for exploration that is almost boundless in its scope and possibilities. If those who are interested in its development contribute their experiences along these lines, we shall soon have a body of information which will be invaluable to all of us, and especially useful in training new people coming into the field.

Mrs. Koboshnik Goes Shopping

By HELEN BAKER

THE day had arrived. The hour was at hand. As the visitor approached the particular tenement which houses the Koboshnik family, she saw Mrs. Koboshnik's head and shoulders projected from the parlor window of their third floor flat. An ample hand waved a greeting. If the visitor were an artist of the modern school of impressionist painters, she would represent Mrs. Koboshnik by a smile—nothing more—for that was what she was; one big smile. There was a reason. Had not the visitor promised to call for her at this hour and accompany her on a shopping tour to Rosenbaum's itself?

Nine-year-old Annie met Visitor on the steps. Helen, her chum, followed up the three flights at a respectful distance of two and a half steps in the rear.

"Hello," greeted Mrs. Koboshnik, "I was cleaning." This was the most valuable conversation she could offer since Visitor had always shown a predilection for that particular topic on previous calls. It was an opportune subject, too, because the rooms *were* clean, and a big contrast to the basement from which the family had been moved two months before.

"Hey, Andy," called Mrs. Koboshnik out of the window, "Miss Thompson's here. What for you think I send you to the corner to watch?"

When Andy came in, some difficulty was encountered in convincing him that he should give up his Saturday morning to watch the children while his mother went shopping. Andy is the man of the family. He has to be because his father is in jail and he is twelve years old with five younger brothers and sisters. And then, too, he keeps the budget book because his mother can't write. But still a fella should have Saturday morning to himself. He was reminded that Catherine, four, a cripple, should be entrusted only to the care of a big brother while mother was away. And had he not told Visitor himself once that Mary, two, minded him better than her mother? There was no alternative. Andy would watch the kids. He closed the window to show he was in earnest. Maybe it was because Mary loves to crawl to the window, or maybe it was to keep out the sound of the boys playing in the street.

Mrs. Koboshnik meanwhile walked in and out of the parlor straightening little things here and there. She was trying to act nonchalant—as if a shopping tour at Rosenbaum's were an every day event.

When there was danger of a dull moment which French conversational courses warn against, Helen rose to the occasion with, "I'm going to Europe tonight, my mother was born there."

"She's crazy"—this from Mrs. Koboshnik. Europe was dropped. Annie then informed Visitor that she had never been to Rosenbaum's and never had a chance to go to "nice" places. Could she go, too? Annie was not a baby, nor crippled, nor was she the big brother. Yes, Annie could go, too.

"We'll start whenever you are ready," said Visitor to Mrs. Koboshnik.

"I must change my dress," she replied. "This one I put on when I go out and take it off when I come in. See, I keep it so it don't make dirt."

Fate brought the party to the entrance nearest the jewelry counter. "Oh," cried Annie, "the beads—there are so many of them." It was most too much for Annie and she grasped Visitor's hand. "So many pretty things and they are all *new*."

Visitor moved slowly away from the beads towards the elevator, holding Annie's hand. Mrs. Koboshnik drew up the rear. "Tee hee," giggled Annie as the elevator jerked upward. "Crazy," said Mrs. Koboshnik.

"Ladies' and children's coats, suits, dresses, house furnishings, millinery, rest room, underwear—"

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Off the elevator and into the coat department. Coats to the right, coats to the left. Miles of them.

"I'd like to see some inexpensive coats for this lady," said Visitor to the marcelled duchess who approached the party. "Through the arcade, Madame."

"I guess you've been here before," said Mrs. Koboshnik in awed tones. It was evident that Visitor knew the magic passwords. A clerk pointed out a rack full of coats above which was a sign $13.95.

"Haven't you got some cheap ones?" asked Mrs. Koboshnik.

"My gawd, what do you mean cheap?" from the clerk.

For a while, Visitor let Mrs. Koboshnik try on such coats as the clerk took from the rack. *But she took down coats that looked like Mrs. Koboshnik* and that was the very thing to be avoided. With each additional coat tried on and rejected, Mrs. Koboshnik's dignity and importance increased and the clerk's patience diminished. Once when Visitor feared that Mrs. Koboshnik was losing the battle in favor of the clerk's sarcasm, she rescued her with, "The lady has come to buy and must be suited." This brought the clerk to a realization of the importance of the occasion.

"I like *that,*" cried Mrs. Koboshnik diving for a henna coat with purple lining. "It don't make dirt."

"Yes, it is pretty, please try this grey one on. See, it has fur on the collar." She tried it on and looked in the glass but said nothing.

"Do you like it?"

"I want a belt."

The clerk was incensed. "They aren't wearing belts. Anyway your friend is too—er—er broad where the belt would go." Visitor agreed silently and said, "I like this coat the best, Mrs. Koboshnik, and I like it better without a belt, but if you really want one with a belt, you can have it."

The clerk became amiable at once. Here was a sale. "If your friend turns up the hem like this she'll have enough to make *two* belts." She winked at Visitor. A good idea this, making a belt out of the hem.

"Do you really like it, Mrs. Koboshnik?"

"I like it if you like it, but I make a belt."

The hem was turned to its most becoming length and pinned. A missing button was attached and the coat was folded and wrapped in tissue paper and tied in a box.

And Annie? All this time she had been as good as a model child in a story book. As the party left this scene of action, Mrs. Koboshnik patted the henna coat on the rack. "This color don't make dirt," she said wistfully.

Annie was easy to fit. She soon carried a package which contained a pretty blue and red dress of her own choosing.

Then a hat for Mrs. Koboshnik. Something springy to go with the grey coat. One as different as possible from the hat she was wearing, which rolled up from her forehead like a dark ocean billow—a sort of symbol of the tragedy of post-war Europe or the glory that was Rome, or something.

A blue hat purchased, there was nothing more to do but buy a little something for Andy and his family at home. Visitor isn't boasting of her judgment at this point. It had been sorely taxed all the morning and she bought a box of peanut brittle. That seemed like a wholesome sort of confection that wouldn't be too hearty for little tummies. Anyhow the dietician wasn't along. Then some allowance money was given to Mrs. Koboshnik.

"Let me have ten cents for carefare, Miss Thompson, so I don't break a bill." (That millionaire feeling that comes when one has bought a new hat and still has money left.)

"Ho hum," thought Visitor. "I'm tired. It's half past one and I could have stopped at twelve. V stands for visitor. It also stands for five spot." What was that Mrs. Koboshnik saying?

"I say, Miss Thompson, this is the first *new* coat I ever had. I always get them second-hand." Visitor was not so tired after all.

There is a sequel. When Mrs. Koboshnik next called at the office for her allowance, she wore her new hat and coat. And she carried a new umbrella to keep them nice in the rain. The hem was turned up but there was no belt.

"I like it more better this way," she said cheerfully.

The Case Load Ratio

By RALPH G. HURLIN

THE ratio of cases to workers has been used as an index for comparing case work organizations, usually with inconclusive results because of uncertainty as to the definition of the figures involved. If consistently computed, however, this ratio has considerable value both as a means of following the changes within an organization, and as a basis of comparison between organizations. It is not, it is true, an index which reflects solely the quality of work, although this is an important possible explanation of the differences it discloses. Other factors may affect the ratio as well, such as differences in the grades of the workers who compose the staff and in the form in which the work is organized. However it is not essential for useful statistical comparison that differences in the data compared be subject to only one explanation. It is essential only that the variations disclosed be real and not fictitious.

The difficulty with the ratio of cases to workers in case work organizations has been lack of consistency in obtaining the two factors involved in it, "cases" and "workers." Whenever the ratio is used, it is essential that there be strict uniformity of practice in counting each of these. If this condition can be satisfied, the differences in the case loads of various organizations are real, and a foundation is laid for useful speculation concerning the reasons underlying them. What, for the purposes of such a ratio, is a "case," and who should be counted as "staff"?

The data assembled by the Department of Statistics of the Russell Sage Foundation from the monthly reports of a group of some forty family welfare agencies afford a means of examining this ratio. The ratio which we have used is the total of the major-care cases divided by the number of paid professional workers. It is suggested that this may be a generally useful form of the ratio.

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In obtaining these data, standard definitions have been used which, it is believed, are interpreted similarly by most of the organizations. Three of them relate to cases:

Active major-care cases are cases for which the organization has accepted responsibility for making a thorough-going diagnosis and carrying out a plan of treatment, on which some work has been done within the month for which the figures are compiled.

Inactive major-care cases are similar cases on which no work has been done within the month. Work on some of these cases may have been completed, although they have not been closed. Some may have needed no attention for the time being. Still others may have been inactive because of pressure of work. Inactive cases are subdivided into these three groups.

Minor-care cases are cases on which some service has been given during the month, but for which the foregoing responsibility has not been assumed. Most minor-care cases represent instances of brief service.

In the following table these organizations are distributed according to case load ratios for February, 1927, computed from three different case counts.

Distribution of Organizations by Case Load Ratios Obtained from Three Different Case Counts

Cases per worker	A	B	C
16-20	1		
21-25	7	1	
26-30	13	5	1
31-35	6	9	2
36-40	5	5	6
41-45	5	7	3
46-50	1	6	2
51-55	1	2	5
56-60	1	2	3
61-65		2	2
66-70		1	1
71-75			2
76-80			1
81-85			2
86-90			2
Total organizations	40	40	32

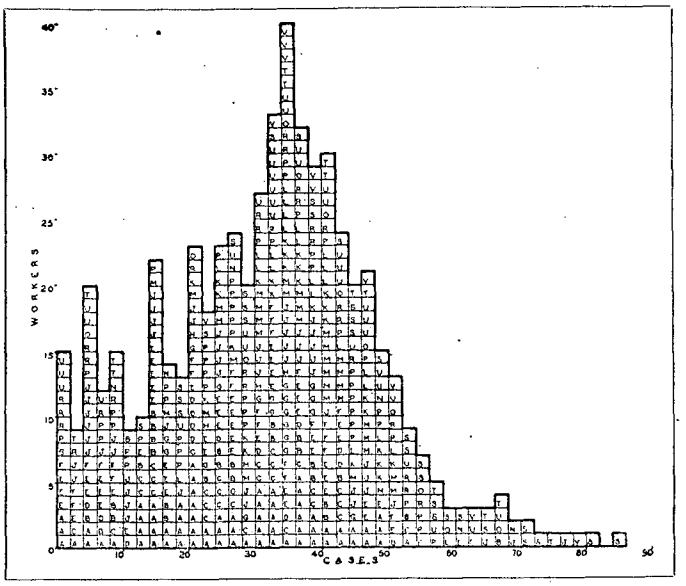
Under "A" the case count includes active major-care cases only. The median ratio is 30 cases per worker. Here the variation is smallest and there is high concentration.

"B" includes active major-care cases plus minor-care cases. The median ratio is 41 cases per worker. In this distribution the variation is greater and the concentration less.

The "C" count includes, in addition to active major- and minor-care cases, inactive cases on which work has not been completed. The median ratio is 54 cases per worker. In this distribution eight organizations are missing because inactive cases are not classified in their reports.

The "A" count is preferred, because there appears to be less room for difference in practice in counting active major-care cases. The "B" and "C" counts give significant supplementary ratios, but are probably less consistently made. Certainly cases on which work has been completed should be omitted, but such cases augment the total case counts of many societies. It is also true that in some organizations many cases are inactive, but held open as needing further attention, while in other organizations such cases would be speedily closed.

In counting the staff it seems logical to include all of the paid professional workers. The proportion of staff in training varies widely and is significant, but it is difficult to make due allowance for this variation in computing the ratios. It seems safer on the whole to take this into account when the ratios are compared. From the figures so far reported



Distribution of 578 workers in 20 family case work organizations by number of cases carried in February, 1927

by these organizations there appears to be little correlation between the case load ratio and the proportion of staff in training, but it should be stated that this may be on account of lack of uniformity with respect to what is regarded as "in training." Supervisory personnel and special workers, such as psychiatrists and home economists, should be included, provided they share either directly or indirectly in the case work. Presumably neither supervisors nor special workers are added to the case work staff unless they do contribute to the work on cases carried by the visitors.

Another form of the case load ratio may be illustrated by means of the accompanying chart. This shows the distribution of the individual workers of 20 of the 40 organizations, according to the number of active major-care cases carried in February, 1927. Workers carrying no cases have been omitted. Each square in the diagram represents one worker; the letters refer to the organizations. The modal, or most typical, load of these 578 workers is 35 or 36 active cases for the month. There is high grouping about this mode. The distribution is weighted toward the lower end of the scale by supervisors and workers-in-training who carry small loads. This does not affect the location of the modal or typical load, though it does affect the arithmetical average. The modal visitor load is of interest and significance, but it lacks some of the utility of the simpler arithmetic average obtained by dividing cases by workers. In either case, there is the same urgent necessity for clearly defining terms and for strict consistency in applying them.

THE American Association for Old Age Security has moved its headquarters to the youngest great city of the world. From 104 Fifth Avenue, New York City, it will continue, under the direction of Abraham Epstein as executive secretary, to further a national program to provide old age pensions through state legislation. The initial effort is to obtain memberships to meet the modest budget of $6,000 needed before the start of the legislative year. During the coming season the special lines of work will include support of the permissive law in Wisconsin and support of proposed measures in Massachusetts and New York.

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Books In Our Alcove

"Many people can afford to buy motor cars at anything from two hundred pounds who would be aghast at the idea of spending half a guinea occasionally for a book."—Alpha of the Plough. Courtesy E. P. Dutton & Co.

Trim Your Torch

SOCIAL WORK PUBLICITY, *by Charles C. Stillman. Century Company. 254 pp. Price $2.25 postpaid of The Survey.*

PUBLICITY has seemed to many social workers the Open Sesame to the treasures they seek. Its magical power brings funds, clients, and prestige. Now comes a tonic book as an antidote for this rush of publicity to the head. Mr. Stillman warns us against misconceptions as to the usefulness of publicity and points out that some of us may get locked in the cave with the robbers, or forget the magic words, and try to get out by crying "Open Barley," "Open Bran" or "Open Shredded Wheat." His book is based on common sense, common honesty, and rather uncommon social vision.

We needed this scrutiny of the philosophy and ethics of social work publicity. We have mastered the advertiser's and journalist's technique faster than we could transmute them for our own ends. The jargon of "selling talk," "drives," "publicity stunt" sped from our lips though, as the author points out, we are not sellers, but givers; we cannot drive, but must lead very slowly; we dare not indulge in stunts when our task is social statecraft. It is rather startling to be told we are behind the advertisers in making absolute truth-telling the basis of any publicity, and have been guilty in spots of distorting figures or twisting facts, with the ancient justification that it was done for a good cause. The final point is that we have sometimes forgotten our real goal and taken shortcuts that waste time and money because they do not go where we want to go.

The axiom one, of this study, is the definition:

> Educational publicity is the sustained effort by all appropriate means to lead the entire public, or any part of it, to register progress in intellectual appreciation of the facts or underlying philosophy of any sound movement, thus affording a background of understanding which may be depended upon for continuous moral and financial support.

This means a slow process, a long and difficult process based on intellect and science, a changing process, and one demanding self-control and self-sacrifice. The conclusion is that whatever publicity does not change the public mind in favor of personal and communal scientific effort for a better life is ephemeral stop-gap stuff, often retarding social causes. Mr. Stillman uses "sob stuff" as an example. It does get money, puts the drive over the top, and stirs the public conscience a moment. But it leaves no alluvial deposit of increased wisdom or richer social zeal. It pulls the purse-strings, but leaves the cortical convolutions undisturbed. I approve of so much of this book that I feel free to say I doubt this is the last word on the problem of emotional appeals. I have a kind of pragmatic faith that anything so effective and heart-stretching must be right. The society saved by brain alone may not be worth saving.

Please do not think this study is either a doctor's thesis or a sermon. It is full of hints for the day's job. The matter on letters, and especially the letter of thanks that also incorporates education, is rare good stuff in its emphasis on sincerity, the futility of professional slang, and the value of a little human courtesy. The chapter on newspaper releases is a refreshing recognition that editors and readers are just plain folks. The Stop, Look, Listen warn-

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ings about stage, screen, and contest publicity may save organizations lots of hard work and mental anguish. The appendix contains specimen letters and the outline of a chest publicity campaign that both instruct and inspire. The value of Mr. Stillman's practical suggestions arises first from his own wide experience as secretary of the Grand Rapids Welfare Union, second from his constant reference of the concrete problem to his ideal of education, and third from his recognition of the plain human facts at work in any case. His guidance is by cases rather than rules.

The treatment of publicity techniques here given seems very wise, for already what can be taught of these methods is pretty easily available in print for the amateur, and the rest cannot be taught by academic devices. These techniques are not so vast or mysterious as some counselors on public relations would have us believe. The general principles apply to public education by all media. Their special application is a matter of horse-sense, experience with people, and the imagination and mental energy of the practitioner. Much of the so-called instruction is either futile or deals with the insultingly obvious. When you have to tell a secretary that if he sends six news releases with no news in them to a city editor he is training that hard-boiled gentleman to throw the seventh real item in the basket, what you need is not a book of rules, but a new secretary with more brains. Much of the job depends, moreover, on the wise and flexible adaptation of a few principles to special, local, and individual situations. Stunts, for instance, are not inevitably transferable. What brings home the bacon in New York may gather raspberries in Duluth. Publicity after all is brains applied with heart to help the public help itself.

The value of this book (and it is a very valuable book at this moment) is in this dual emphasis on the common-sense, human nature sources of the ways of educating people in masses, and on the paramount need for holding clear and incorruptible the noble and final aims of social statecraft as a guide to all uses of words and pictures for public education.

LEON WHIPPLE

New York University

Play with a Punch

THE ORGANIZATION AND ADMINISTRATION OF PLAYGROUNDS AND RECREATION, *by Jay B. Nash. Barnes. 547 pp. Price $4.00 postpaid of The Survey.*

THIS book has been greatly needed in the public recreation field. It is written for superintendents of recreation or those who have aspirations in that direction. Men who can administer a community recreation program properly in relation to good city planning, to changing conditions of city life, to the educational system, to other fields of social work, and to the church and home, are in demand. Professor Nash's book provides excellent study material for them.

This is a practical book, for the author was for several years superintendent of recreation and director of physical education in Oakland, California, one of the outstanding examples of successful public recreation in the country. However, the book is not dull. Even in the chapters on powers and liabilities of cities and city officials and on the clerical division in the recreation department, the vigor and humanness of the author is revealed. And in the chapters on historical backgrounds, problems of the modern city, and objectives, he is emphatic, even militant, in his demand for adequate recreation opportunities as a matter of social justice.

The importance of leadership he would shout from the housetops. Persons who are fearful that our dear children's initiative in play is being dulled by playground directors will get a new viewpoint from him. His chapter on industrial recreation opens with this statement: "Any program based merely upon increasing the efficiency of the worker or upon the health ideal or greater economy of work, will surely fail. Any group of people will rightly resent a program arranged for the increase of their efficiency." So the book has a forthright, socialized punch aside from being a scientific manual for the recreation organizer and executive.

There is one thing, though, in which we do not go the whole way with Professor Nash, that is, in placing the dramatic, musical and manual activities of childhood on the fringe of life as compared with the "big muscle" focal activities.

WEAVER PANGBURN

Playground and Recreation Association of America

A New Business Decalogue

WHAT THE EMPLOYER THINKS, *by J. David Houser. Harvard University Press. 226 pp. Price $2.50 postpaid of The Survey.*

THIS book of Mr. Houser's, the first to be brought out under the Jacob Wertheim Research Fellowship for the Betterment of Industrial Relations, is a carefully prepared, excellent treatise. It deals with a new conception of the duties and responsibilities of executives who wish to consider themselves intelligent. In essence it is an outline of the philosophical principles which underlie the human relationship between employer and employe. Although he does not expressly state it, Mr. Houser clearly intimates that the good old days when executives blustered and indulged in paternalistic welfare gestures are over. Sentimental acts tinged with hypocrisy or fear no longer count, if we are to consider industry as anything other than a means for self-gratification upon the part of autocratic employers.

Just because human relationships are intangible is no reason for persuading ourselves that they do not exist. They do exist and affect profoundly the type of work which any group of men turn out. And this, of course, is only another way of saying that they directly affect profits. So many employers like to think that they cannot afford the time to study this intangible problem. So many others do not like to think at all.

These are some of the random ideas which Mr. Houser's book inspires. To give a further resumé of his carefully prepared material and the conclusions which he reaches would do a grave injustice to the book, for so closely knit is the argument that it permits no loose analysis. It contains only 226 pages, but almost every word counts.

As a treat to every open-minded executive, one cannot resist the temptation to append herewith eleven questions which the author gives and by which he states controlling executives can determine the tone of their organizations. They might be considered to include the Decalogue of Business, New Style:

1. In my organization do the employment methods help to maintain self-respect of all applicants? Do these methods

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lead workers to feel that the management is trying to place them in jobs suitable to them? Or are the methods which are followed dictated by no objective except the need of the organization for "hands"?

2. In my organization are new workers introduced to their jobs in a manner that will make them feel that a welcome and personal consideration have been given them? Or are they placed in their new environment merely as a new piece of machinery is set up?
3. In my organization are there definite channels for promotion which are generally understood? Are the requirements necessary for promotion to higher positions known? Or are all these matters subject to an immediate decision, made at the spur of the demand, and on the basis of standards in the minds of superior executives only?
4. In my organization are the large results which the organization is seeking, matters of general knowledge among employes? Are any of the more extensive aims which are in the minds of chief executives transmitted in any form or manner to rank-and-file workers? Has any attempt ever been made to give employes a feeling of participation in any of the large adventures of the enterprise?
5. In my organization are individual employes periodically interviewed regarding their feeling of satisfaction or dissatisfaction toward their work, their environment, and the organization problems which affect them?
6. In my organization are wage levels determined by a careful grouping of jobs according to responsibility, training necessary, scope of activity and other requisite elements? Do employes have any opportunity of defining these elements in their own jobs? Or is the entire matter of remuneration and classification one for the decision of executives according to standards which they alone know?
7. In my organization has any training been provided for minor executives concerning the best methods of treating workers, or is this matter left to their own will and discretion?
8. In my organization have any principles been set forth regarding the necessity for careful, individual, tactful treatment of employes by minor executives, during the "breaking in" process? Or are these methods entirely a matter of individual choice with each subordinate executive?
9. In my organization is impartial and individual consideration of their workers by minor executives insisted upon in the matter of recommendations for wage increases? Is any effort made to ascertain whether such individual consideration has been given—not only to workers recommended for increases, but also to those who have not been so recommended?
10. In my organization is any encouragement given to subordinate executives to recognize the achievements of individual workers? Is any credit given minor executives for the amount of credit which they, in turn, give to individual workers, for meritorious service?
11. In my organization are minor executives stimulated to make departmental results known generally to the employes in each department? Is any interpretation given the workers of the larger organization results—in terms of their own participation in these through departmental activities?

ERNEST G. DRAPER

The Hills Brothers Company, New York

Tired Children

THE TIRED CHILD, *by Max Sehan and Greta Sehan. Lippincott. 331 pp. Price $2.00 postpaid of The Survey.*

THIS is a thoughtful attempt to define the relationship between work and fatigue. The authors' scope includes factors that react on the child, not only physical conditions but problems of emotional and mental development as affected by external stress. Part one deals with physical tests to set the standard of capacity in proportion to growth and development with allowance made for variability. Special emphasis is laid on the importance of establishing a normal state of physical health in the early years to fortify the nervous system against the later strains inherent in modern life.

Respecting the problem of work and efficiency in relation to fatigue, the authors believe that the new type of education with its release of the dynamic and creative in the child will establish a balanced standard in the various aspects of the physical, mental, and emotional states. Several sets of questionnaires are offered to test the reactions of the child and his fatigue mechanisms in every-day situations. The influence of heredity in relation to fatigue; the distinction drawn between nervousness and fatigue; and the vicious circle begun in infancy which later becomes chronic in puberty of "the born tired child" who has been an early victim of bad care, all find place.

The latter part of the book takes up the prevention and management of fatigue. Upon home and school depends the safeguarding of the child from tensions which are the agents in undermining nervous stability. "Not to impose too much complexity, but to establish an environment of serenity is essential."

The authors have not given us their opinions on the subject of the "unconscious" and the importance of the psychic elements in reflecting the child's attitude. The traumatic factor as well as the somatic may play an important role in inducing a state of fatigue. Though we are aware that the subject belongs to the psychiatrist, nevertheless we suggest that these phases of "tiredness" need some mention in this excellent volume. The preface by Dr. Isaac Abt is in itself a recommendation.

HALLE SCHAFFNER

North Carolina Tackles the Country

AN APPROACH TO PUBLIC WELFARE AND SOCIAL WORK, *by Howard Odum. University of North Carolina Press. 178 pp. Price $1.50 postpaid of The Survey.*

HERE is another proof that the Chapel Hill folks are in earnest. Now, people who are in earnest are likely to find many things pressing to be done, and Mr. Odum, apparently so beset, has tried to do three at once, with undeniable success. The college student, the high school teacher, and the layman busy with social problems as an avocation, are invited to read this book.

The pages which depict North Carolina as a "composite field of social work and public welfare" are very real. They open with the statement, and admission, that rural social work has never been successfully done. North Carolina has been about it for seven years on the basis of its county board of public welfare plan, but as yet there has been "no county organized successfully on anything like a complete or satisfactory basis."

"There has been no county organization which has ample personnel and resources. There has been no county in which the work of town and rural areas has been adequately correlated. There has been no county with a satisfactory permanently going county council. There has been no county in which the work of the superintendent of public welfare has met the wishes and standards of all other social work agencies. In other words, for the purposes of demonstrating a type of county unit of all social work such as would illustrate community organization, community councils, community chests, and other technical and theoretical aspects of the work, there is no North Carolina county

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which can be cited even as a reasonable example of success."

Still Mr. Odum, who is Kenan Professor of Sociology and director of the School of Public Welfare at the University of North Carolina, believes in the county plan, holds a summer institute for the county superintendents of public welfare, writes a book at their request, and dedicates it to them.

For the student this book describes for what sorts of social work he may train himself, and by what means; exposes him to literature which makes the problems vivid and the call of service clear; and gives him the contrast between the rural and the urban setting.

True, really to read this book one must also read The Equipment of the Social Worker, Macadam; Problems of Citizenship, Baker-Crothers and Hudnut; Social Pathology, Queen; Problems of Child Welfare, Mangold; The Human Factor in Industry, Frankel and Fleisher; The Challenge of the Country, Fiske; and Community Organization, Steiner. This book is written around those others, and the marvel of it is that being essentially therefore an outline, it is readable and individual.

However, because it is an outline and condensed, and because it reflects the interest of the author in his pedagogical problem, it seems to me that the success of this volume may be less when divorced from the class room than when used as a college text. Even for the high school teacher, eager to learn what social work is about, it represents a fairly technical exercise in self-culture. For the layman it hardly presents an easy irresistible approach to matters and methods which for most citizens to be engaging must, I suppose, be tied to an emotion.

HOMER BORST

Indianapolis Community Chest

Saving Broken Men

DISABLED PERSONS: *Their Education and Rehabilitation, by Oscar M. Sullivan and Kenneth O. Snortum. Century. 610 pp. Price $3 postpaid of The Survey.*

LESS than a decade ago the reeducation of the crippled and disabled man was not even recognized as a problem by a public familiar with a hundred-and-one amelioration schemes from the pensioning of worn-out cab horses to the redemption of child workers in the cotton mills. Men, broken on the wheel of modern industry, went into the discard, while culm heaps and tailings were adding new riches to the world. Today, forty states have programs for the rehabilitation of their disabled citizens and are assisted in their endeavors by grants from the federal treasury. Departments of education in some states, and labor departments in others, are charged with the duty of seeing that the disabled civilian, through suitable training and placement, is given a chance to earn his living.

The genesis of organized work for the disabled worker nearly coincides with the entry of the United States into the War. Responsibility for reestablishing the shattered ex-service man in peaceful pursuits could hardly be accepted without the admission that the rehabilitation of the disabled civilian was at least as hopeful of favorable results and was plainly a peace-time duty. When it was stated before a Congressional hearing in 1918 that there were probably 280,000 industrial cripples in the United States who might be wage-earners, the magnitude of the problem began to take hold on the imagination. So the founding of a national system very properly occupies the attention of the authors in Part I.

First comes the physical restoration of the disabled person by all the means known to modern surgery and therapeutics. Vocational rehabilitation is simple or difficult according to the physical condition of the injured person when medical and surgical finality have been reached. The provisions of various states for physical restoration are discussed in Part II, which also contains a chapter on the care of crippled children and one upon artificial limbs and appliances.

As the book is a text-book in a series on vocational education, much space is given to the history and technique of the training of the disabled, both in educational institutions and on the job. The advantages and disadvantages of different types of training are discussed. As the test of the rehabilitation process is the placement of a handicapped man, the discussion of this important task occupies a chapter. The proper solution demands cooperation with case-work agencies that have an important part in bringing about the rehabilitation of the disabled person who may have fallen upon evil days through inability to provide for his dependents.

The book will be welcomed as the first volume which treats of the significance and progress of the rehabilitation movement in a comprehensive and historical way.

JOHN CULBERT FARIES

Director, Institute for Crippled and Disabled Men, New York.

Campus Budgets

GETTING AND SPENDING, *by Jessica B. Peixotte. Macmillan. 307 pp. Price $2.25 postpaid of The Survey.*

ADVICE to young men: If you desire by the time you are fifty years old an income of between $4,000 and $5,000 (one chance in ten of raising it to $5,000-$7,000) and to be near the top of your profession, join the ranks of college teachers.

Advice to young women: If you desire a full-time job as housekeeper and in addition the privilege of doing outside work to increase the income of the family (40 per cent do), marry a college professor.

These are the suggestions a vocational adviser might give after reading Dr. Peixotte's study of ninety-six families of teachers in the University of California. It is not strange that the study was precipitated by the vigorous protests of a group of wives of teachers to the suggestion of a published article that the new salary scale of the university represented a "sufficiency" for good work and the maintenance of the "academic standard of living." This protest sets as a standard a minimum of $3,000 yearly unless there should be debts, dependents, or children. For children add $500 per year for each child.

The study concludes that instead of this low figure set by "faulty wives," an income of $5,000 would be nearer the truth. This result is arrived at by the facts shown in every one of the ninety-six cases studied—the salary was being supplemented by additional income secured by additional work. These additions normally amount to between $1,000 and $2,000 yearly. The salaries are only about two-thirds of the income of these families.

As shown by this behavioristic study, what is the academic standard? Simple, nourishing (*Continued on page* 239)

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How Old Is Anne?

When Will She Need an Old Age Pension and Why?

By LILLIAN A. QUINN

"SHE has gotten as far probably as she can, and has reached an age when she must face a decreasing earning power" reads a reference from an employer about a social worker of fifteen years' experience, largely in pioneer fields. She has just completed successfully, in her own eyes at least, at the age of 48, a two-year special assignment. A decrease in the association's budget made it impossible to take her on the permanent staff, to have a part in the regular program of the society, where, because of an unusual fund of information about certain laws and great familiarity with the history of certain movements, her work would have been particularly effective, and where, as a matter of fact, she was much wanted.

During her fifteen years of social work she had been able when the spirit moved, to change jobs easily and in each change she had gotten what she wanted at the time—sometimes a salary increase, sometimes a particularly desired locality, again the stimulus of novelty or the challenge of a great emergency. Five distinct pieces of work with three different organizations—not in the least a rolling stone, as social workers go. She had excellent health, good appearance, and on the whole made good contacts. Although she had no college degree, she had had two years in one of the leading universities, followed by ten years of public school teaching.

For many months at the time of this reference, she had had no position offered her in spite of much effort on her part. It was over a year before she found one she was willing to accept and that was at a smaller salary than she had received for several years. Her advancing age, towards fifty, was pointed out to her so often in those months that she must have felt a hundred at least.

The writer of the reference seemed to have been a true prophet, for she was earning less than previously and had secured even that with some trouble. But had the forty-eight years really much to do with the difficulty? A financial crisis and a resulting inadequate budget had kept from her a permanent place in the organization where she would have brought an asset few others could, an asset for that organization that offset her limitations.

She had, indeed, limitations. The field in which she could easily have won on merit, produces a very limited number of positions, and those few are greatly cherished by the holders. Interest had taken her from one pioneer situation to another, often in isolated places. It was constantly the very early stages of a development that attracted her and she either had not the desire to push on to more intensive work or perhaps did not possess the kind of ability needed for more finished work. She found herself finally, when her particular street proved a blind alley, competing with those, some younger, some older than herself, who had skills she had never acquired. These limitations had no relation to her age. Age entered in to this extent: had she been younger she could more easily have transferred to these other kinds of opportunities; she could have recovered, in a sense. Some of her contemporaries who started much as she had, had found ways of adding to their professional equipment. A suspicion comes that she would have seen such a procedure not as an opportunity for growth but as a precaution about which she would have been scornful.

This actual experience of one social worker is not untypical. It could be multiplied, but there is little indication that chronological age is a predominantly determining factor or an obstacle in the way of securing work. For example, a college graduate with some months study in a school of social work, after seven years useful experience in an allied field, had twelve years of work to her credit in two excellent social agencies in an eastern city. She had spent the first two of these years in a field position in a case work agency, the last ten in a case work agency of another type, progressing within the agency to the assistant directorship. She found herself increasingly out of sympathy not only with the policies of this one organization but with the trends and the leadership in this particular field. With some misgiving she tried to return after ten years, at the

A group of office and industrial workers in their forties and fifties recently met under the auspices of the Brooklyn Y.M.C.A. to plan ways of combating the growing tendency of New York to become a "young man's town." Here, more than in any other city, the demand is for young workers, men and women with a long reach of productive years ahead of them. With age as the criterion, rather than ability, the middle aged worker finds it increasingly difficult to get a job.

How about the social worker? Nationally? Is age so great a handicap for her?

Lillian A. Quinn here shows some pictures of the situation which have come to her attention as director of the Joint Vocational Service, where the employment problems of social workers and public health nurses are handled.

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age of 42, to the field in which she had her first social work job. She resigned without any other position in view. With not much delay she took a temporary opening, with somewhat less salary than she previously had; and in eight months this led to a permanent position at a better salary with every prospect of ample opportunity for increasing responsibility and salary.

Again a social worker comes to mind who took her first social work job in 1917 at the age of 45, and who had progressed steadily and rapidly in ten years. That is so unusual it is fair to mention, only as evidence again, that there are always exceptions to prove any rule. The Joint Vocational Service has seen very few exceptions to the rule that the beginner in social work aged about forty or over is unsuccessful and is not wanted.

It cannot be denied that there are a good many social workers, men and women, in the forties and fifties who have had some years of social work experience, in one widely developed field or dipping into many, perhaps in one or two jobs or in an endless succession of tryouts, in organizations of good standards or of poor, who cannot find new openings easily or at all. This is not due to age so much as it is due to inability to plan a career, to take advantage of facilities for training which even in those earlier years existed to some extent.

Had there been, a few years ago, more such supervisors as Miss Marcus describes in The Casework of Supervision (The Survey, September 15) this group of disappointed social workers would not be so large. More than any other factor, perhaps, understanding guidance in the earlier years of work-experience helps to eliminate later failures or near failures. That social agencies are putting more thought on personnel policies and practices is most encouraging. They are becoming more definite and consistent and more forward looking in their personnel relationships. Important as are salary schedules, vacations, hours of work, sick leaves and sabbatical leaves, these benefits, with their corresponding requirements, are not the whole of the better thought on personnel questions. In a growing number of organizations, it would not be possible today for the social worker whose experience is described at the outset of this article, to duplicate her course of action without repeated efforts on the part of her chiefs and perhaps her co-workers to make plain what risks she was taking, and where better lines of progress for her lay. Chances are this would result in a better planned career; but if not, the risks would be consciously taken and whatever the finale it would be more acceptable thereby.

The schools of social work will make many of the present difficulties impossible in the future. It is not simply that the request comes increasingly for those with the training these schools offer; nor is it that the admission committees of the school faculties are expected to be unerring in picking only future outstanding successes from among the candidates for training. It is rather the fact, of which the growth of the schools themselves and the American Association of Social Workers are evidence, that real progress is being made toward professional measuring sticks.

Desire for greater skill to produce more effective results has helped to develop professional standards. To this end training has not only become more and more essential, but attention has been consciously focused on what may be reasonably expected of a social worker.

Fifteen and twenty years ago, a beginning social worker took a first job in a most accidental and haphazard way. This still happens, but less often. With the schools, personnel officers, committees of national agencies, chapters of the American Association of Social Workers, and the Joint Vocational Service all ready to serve, the beginning social worker can scarcely fail to get the stimulus for a plan of progress.

Recognition of the importance of training, as soon as it can be secured, and of understanding guidance in the first few years of work, added to the enthusiasm and native gifts of a novice and the leads of her own interest, are making more effective work, reducing personal problems and increasing the satisfaction to the worker. May the degree of accomplishment be greater!

Pooling Administrative Ideas

MORE than one hundred social work executives have agreed to exchange each month practical suggestions on the administration of social agencies.

Upon the invitation of Elwood Street, director of the Community Council of St. Louis and conductor of the Over My Desk Department of The Survey, these executives have formed the Cooperative Committee on Administration of Civic and Social Agencies. Each month Mr. Street will submit to the members of this committee a questionnaire on one phase of administration. In filling out the questionnaire the member executives agree to "get down to brass tacks."

The first questionnaire contains fifteen specific questions on committee and board meetings.

Later subjects will include office equipment and arrangement, hiring and firing, office practice and morale, publicity.

The chief conclusions will be made available to all readers of The Survey in Mr. Street's monthly page. A copy of the complete findings of each questionnaire will be sent to each member of the committee.

Is Your Board Bored?

IF I were asked to state in a sentence what I consider the most important qualification of an executive of a social service organization, I should answer: "To be clever enough not to appear too clever to need the guidance and watchful care of the Executive Committee and Board of Directors."

Many a promising embryo executive has been ruined by being too reliable and to self-reliant. For, however much a group of bank directors may wish to have a president who will not bother them with petty details of management, those same directors are likely to resent any suggestion of willingness to be 'rubber stamps' on a welfare organization board—not, on the other hand, that they will wish to have their business and golf interfered with *too* much.

Here is where the cleverness of the executive is called into play. He must, like the architect of the golf course, induce enough 'rough' and 'traps' at strategic places to give the requisite amount of difficulty to the game so as to make it interesting enough to the players to keep them at it. It requires that the board members shall be steered carefully between boredom through listening to too unobjectionable reports, and the other extreme of mental fatigue from too long continued efforts at solving hard-nut problems.

HOYT E. DEARHOLT, M.D.
Executive Secretary, Wisconsin Anti-Tuberculosis Association

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Over My Desk

A Monthly Talk with Executives

By ELWOOD STREET
Director, Community Council of St. Louis

Why Not a Night Shift?

We had never heard of a night shift in office work though it was familiar enough in factories where space and equipment were insufficient to produce the required quantity of goods in the regular eight-hour day. Our campaign committee decided, unexpectedly, greatly to increase the campaign prospect list and we faced a problem of inadequate space, typewriters and desks, and of added confusion if we tried to put the program through in the usual seven-and-a-half-hour day. We thought of trying a night shift. The working hours of the day force were set at 8 A. M. to 3:30 P. M. with half an hour for lunch, and with the usual ten-minute recesses morning and afternoon eliminated. The night shift was employed to come on at 3:30 P. M. and to work until 11 P. M., with half an hour for supper. Thus we were saved the expense of renting typewriters and desks and the confusion of a large force working in a congested space. The night shift turned out more work and better work per girl than the day shift and was more popular among the girls than the day shift. Although it was harder work for the office manager, even with the assistance of a competent supervisor, to keep his eye on the activities of both shifts, the arrangement enabled us to carry through on time a very heavy schedule which probably could not have been done if we had stuck to the regular working day. The arrangement was less costly both in strain on the working force and in expenditure of money than if we had gone to the doubtful expedient of asking our regular day force to work overtime for a couple of months at the usual over-time pay—time and a half and supper money.

Dramatizing an Annual Meeting

A monologue was the interest-compelling feature of the annual meeting of the Children's Aid Society of St. Louis. After the luncheon Miss Elizabeth Hays, a volunteer worker, appeared on a raised table on which a dummy telephone had been installed. She went through several sample conversations with persons who wished to refer cases for assistance; with the Social Service Exchange; with various social agencies in regard to those cases; and with imaginary clients who visited the "office." The performance was a striking demonstration of the inter-relationship of case-working agencies, of the value of securing adequate information and of planning service. Hertha Miller, secretary of the Children's Aid Society, 3858 Westminster Place, would doubtless be glad to answer questions about the monologue.

What Color Folder?

A vivid green folder, excellent in reading matter and typography but difficult to read because of the intensity of the color, was sent us the other day for criticism. The green might well have been replaced by a color on which the type could have been more easily read, such as India, cream, Persian orange, primrose or even pink. The use of colors is most desirable, for colors in paper will help to get attention. Be careful, however, that the color is such as to attract and not to repel, such as to encourage action and not to discourage it, warm rather than cold. A little study of the psychology of color in a good book on the psychology of advertising will indicate what colors are most likely to be effective in printed matter. Recently, for example, we received a letterhead on which a very attractive picture was surrounded by a dense circle of blue. The picture was attractive but the blue was repellent. It might have been better to use a warmer and more attractive color, such as red or orange.

Posters in Public Places

An unusual form of publicity has been worked out by the Richmond Community Fund in the shape of a frame with a glassed front and a slot in the top, into which can be slipped posters 8½ by 11 inches in size. Seventy-five of these frames, equipped with eyelets in the top for convenience in hanging, have been put up in banks, department stores, office building elevators, cafeterias, and other conspicuous places about town. The posters, printed in large type on bright-colored paper (the bright color is important), with simple wording regarding the work of the Community Fund and its member agencies, are changed monthly. The frames are made at a cost of 45 cents each by an old crippled man in the Home for Incurables. John Riis, publicity director of the Richmond Community Fund, who, by the way, is a son of the famous Jacob A. Riis, would be glad to send copies of these posters to any inquiring person who wrote him. The scheme obviously could be adopted by any enterprising social agency.

Use Second Sheets

One of our correspondents recently sent us a two-page letter utilizing for this purpose two neatly printed letterheads of her organization. We wrote in reply, "May I suggest the possible value, which you perhaps already have in mind, of using a sheet of plain paper instead of a letterhead for the second sheet of the letter? I imagine if you have many two-page letters you could make quite a saving in letterheads. For example, in ordering 2,000 letterheads you could order 2,000 of which 1,500 could be printed and 500 plain, or whatever other proportion of 2,000 sheets you find corresponds to your practice in one- and two-page letters. You of course understand that 2,000, or multiples of 2,000, is the economical order because paper for letterheads is cut from a ream of five hundred sheets each of which yields four letterheads."

Are Your Employes Bonded?

Are all of your employes who handle money bonded? It is exceedingly unlikely that any of them will make away with funds, but an agency which handles public money should make sure that public confidence is deserved by fiduciary protection, just as it is protected by insurance against fire and tornado. At a very low cost blanket bonds can be arranged to cover all of the employes of a social agency.

No More Holes

We got tired a while ago of having the casters in our swivel chair wear holes in the rug and bought a set of rubber-tired casters which eliminated the hole-making and moved about with impressive silence and ease.

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GOSSIP: of People and Things

Community Trust Fund for Des Moines

A COMMUNITY trust fund for the city of Des Moines and the state of Iowa has been organized by Henry B. Hawley of Des Moines, president of the Great Western Insurance Company and for many years president of the Des Moines Associated Charities. The Hawley Welfare Foundation is incorporated on broad lines which will give it the flexibility necessary to meet changing conditions. It will be under the direction of two boards, a permanent board of five trustees holding office for life and electing successors to fill vacancies, and an advisory board of five. Mr. Hawley is president of the permanent board; John Cowles welfare director; Clyde H. Doolittle executive secretary and trust officer.

Probation in Indiana

THROUGH the joint efforts of the Indianapolis Council of Social Agencies, the Indianapolis Foundation and the National Probation Association, a bill has been passed by the Indiana legislature providing for state-wide probation. Five state probation officers have been appointed, from twenty-seven candidates examined. They are: Solon C. Vial, chief, Sarah Phelps Rodecker, Estel Welty, Laurel C. Thayer, Rev. John L. Coleman.

State Conference Elections

MICHIGAN STATE CONFERENCE of Social Work meeting at Battle Creek elected officers for 1928 as follows: President, Fred Butzel, president Detroit Community Union; vice-president, Estelle M. Hughes, State Hospital, Kalamazoo; secretary, H. A. Waldkoenig, executive secretary, Battle Creek Welfare Fund; treasurer, Edith Dudman, Family Welfare Association, Grand Rapids.

The 1928 meeting will be held in Ann Arbor in October.

OHIO WELFARE CONFERENCE meeting at Canton elected officers for 1928 as follows: President, Judge Harry G. Gram, Juvenile Court, Springfield; vice-president, James Dunn, executive secretary, Toledo Community Fund; second vice-president, Ina Porter, Manon County Infirmary; treasurer, H. H. Shirer, State Division of Charities.

Report for International Conference

SOPHONISBA P. BRECKINRIDGE of the School of Social Service Administration, University of Chicago, is chairman of a committee to prepare a report on the organization of social work in the United States, to be presented to the International Conference of Social Work at its meeting in Paris, July 1-13, 1928.

Well, Does It?

PROFESSOR NILES CARPENTER, head of the Department of Sociology, University of Buffalo, reports this answer on an introductory sociology examination: "An *indeterminate sentence* is one that does not deter others from committing the crime."

Miscellaneous

UNDER THE LEADERSHIP of the Public Charities Association of Pennsylvania, a campaign has been launched for a fifty million bond issue to provide a ten-year building program for state institutions for insane, feebleminded, and delinquents.

TO PUT THE ELECTRIC CHAIR out of business is the purpose of a state-wide campaign in New York which was started last month by a speech in Buffalo by Lewis E. Lawes, warden of Sing Sing and an unflagging opponent of capital punishment (see The Survey, October 15, page 69).

TWENTY-FIFTH ANNIVERSARY of the Social Welfare League of Reading, Pa., was celebrated on October 21. The main speaker was David C. Adie, executive secretary of the Buffalo C. O. S. Charles Alspach is the present executive secretary of the League.

CHILD STUDY MAGAZINE, published by the Child Study Association of America, blossomed forth in October with a new cover and a special number on religious education.

GRACE F. MARCUS, recently assistant to Dr. Frankwood E. Williams, National Committee for Mental Hygiene, is completing a study of relief practices in the Charity Organization Society, New York City.

IT WAS HARRY HILL and not Erna R. Erskin who was appointed chief probation officer of the Juvenile Court of Cook County (Chicago) under Judge Mary M. Bartelme. For the error on page 105 of The Survey of October 15, our apologies to both Mr. Hill and Miss Erskin.

WALTER M. WEST, formerly executive secretary of the Columbus, Ohio, Family Welfare Society, has been elected executive secretary of the American Association of Social Workers, succeeding Philip Klein. Mr. West has been on the staff of the American Association for Organizing Family Social Work during the past year and was in charge of the organization of the recent Family Life Conference in Buffalo.

E. C. STEGER, general manager of the Provident Association, St. Louis, is field director of Red Cross disaster relief work in the tornado area of St. Louis.

Elections and Appointments

NELLE ANSLEY, formerly general secretary Southwest Lake Branch Y. W. C. A., Minneapolis, to executive secretary Lakewood Branch Y. W. C. A., Cleveland.

DOROTHY BERTCH as director Junior League House, Reading, Pa., succeeding Anna H. Merritt.

ESTELLE BONNELL, formerly instructor in recreation, Department of Social Work, Margaret Morrison College, Carnegie Institute of Technology, Pittsburgh, as member of the faculty Graduate School of Applied Social Sciences, Western Reserve University, Cleveland.

DR. RUTH BOYNTON, formerly director of the Division of Child Hygiene, Minnesota State Board of Health, as a member of the medical staff, University of Chicago Student Health Service.

CATHERINE BRADSHAW as manager Long Beach, Calif., Day Nursery.

MARGARET BROOKE, formerly with Pittsburgh Chapter A. R. C., as executive secretary Western Pennsylvania Childrens' Aid Society.

ELLA LAYNE BROWN as a special field representative, A. R. C., to do follow-up work in connection with the Eastern Kentucky Flood.

CLIFFORD LEE BROWNELL, formerly director of health and physical education Department of Health, Newton, Mass., as supervisor of physical education, Ohio State Department of Education.

ELSIE BUOL as executive secretary, Long Beach, Calif., Chapter, A. R. C., succeeding Fay T. Catlin.

RICHARD CADBURY, formerly a district superintendent, St. Louis Provident Association, as case supervisor, Family Welfare Society, Indianapolis.

MAY CAUGHEY, formerly executive secretary, New Haven Chapter, A. R. C., as social worker, New Haven City Department of Charities and Corrections.

LELLA COLLINS, formerly with the Big Sister Association, Toronto, as supervisor Vancouver Children's Aid Society.

ADELINE DARTT, formerly case supervisor Jewish Board of Guardians, New York City, as psychiatric social worker, New York A. I. C. P.

MABEL R. DELP, formerly public health worker, Berks County Chapter, A. R. C., to the staff, Reading Tuberculosis Association.

DR. WALTER M. DICKIE, secretary and executive, California State Board of Health since 1920, and president last year of the California Conference of Social Work, as director of the new State Department of Health.

DAMIANA DOLORICO as nurse supervisor, Public Welfare Commission, Manila, P. I. Miss Dolorico returns from Teachers' College, Columbia University, where she studied on a scholarship from the D. A. R.

HELEN DUNN as nursing field representative, A. R. C., for Kentucky, Tennessee, Alabama, Louisiana, and Mississippi.

DORA EINERT, formerly director of Community Girls' Work, White Plains, N. Y., as instructor in recreation, Department of Social Work, Margaret Morrison College, Carnegie Institute of Technology, Pittsburgh.

LITERATURE

CHILD HEALTH IN SMALL COMMUNITIES—Bulletins describing the Commonwealth Fund child health demonstrations in small cities and rural counties. No. 2, Marion County, Ore. No. 4, General review of four demonstrations. No. 5, Fargo, N. D. No. 6, Rutherford County, Tenn. Mailed free on application to Director of Publications, Room 1648, 370 Seventh Avenue, New York.

EAST BY WEST—A special number of Survey Graphic devoted entirely to an interpretation of the Japanese and Chinese in America and at home. An excellent background for the newspaper despatches of today. Original price 50 cents—now 25 cents. Survey Graphic, 112 E. 19 St., New York.

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MABEL ENGLISH, formerly general secretary, Clarinda, Ia., Y. W. C. A., as executive secretary, East Cleveland Branch Y. W. C. A.

SOPHIE FISHBACK, recreation director of Stamford, Conn., as secretary, Connecticut Conference of Social Work, which meets in Stamford in April 1928.

MERCEDES FLOWER as secretary, Home Service Section, Pittsburgh Chapter A. R. C., succeeding Grace L. Stoakes.

DR. HOWARD C. FRONTZ as president, Pennsylvania Public Health Association, filling a vacancy caused by the death of Dr. Carey J. Vaux.

B. F. FRY as secretary, South Bend, Ind., Federation for Social Service, succeeding Mrs. J. E. Gregory.

MARY LOUISE GILES, visiting teacher, Reading, Pa., School District.

EDITH GILL of Elyria, Ohio, as director of Roadside Settlement, Des Moines.

KATHERINE GLERUM, formerly director of Roadside Settlement, Des Moines, now with A. R. C. in St. Louis.

ANNNA GRING, in charge of social service work, Homeopathic Hospital, Reading, Pa., succeeding Kathleen Hambly.

ZELPHA M. GUILFOIL, formerly director of community service, Chase House, Chicago, as superintendent Macon County (Ill.) Detention Home for Girls.

ALEXANDER D. HARDIE, formerly educational secretary, Social Hygiene Council of Canada, as director of the newly formed Community Chest of Hamilton, Ont., and executive secretary of the Hamilton Bureau of Social Information (confidental exchange) and of the Council of Social Agencies.

MINNIE HARMON as field representative, A. R. C., for Virginia.

DR. E. C. HARTLEY as director, Division of Child Hygiene, Minnesota State Board of Health, succeeding Dr. Ruth Boynton.

ANNA HEISLER, formerly professor of public health nursing, College of William and Mary, as director of nursing, Division of Medical Service, American Child Health Association.

GERTRUDE HENDERSON as assistant editor Journal of Social Hygiene, returning after long illness.

MARION H. HESS, formerly with Family Service Society, Akron, to staff of Cleveland Humane Society.

ADJ. FRANCIS M. HOWELL as supervisor Salvation Army, Long Beach, Calif., succeeding Capt. Carter who has been transferred to San Diego.

EMILY N. HOXIE, formerly district secretary Boston Family Welfare Society, has rejoined the staff of the New Haven Organized Charities Association.

FRANCES JUDD, formerly district superintendent Pittsburgh Associated Charities, as director, social service department, Mercy Hospital,

HELEN DOWER KAVANAGH, formerly in charge National Catholic Community House, East Toledo, as director South Side Community House, Des Moines.

ELEANOR E. KELLEY as social service supervisor, Massachusetts State Cancer Education program.

JOHN P. KLINE as president, L. C. Cargile, vice-pres.; J. R. Morriss, sec'y.; and H. P. Briley, treas., Texarkana Community Chest.

R. E. LUHN, JR., director, Welfare League of Terre Haute, as member of Committee of Twenty-five appointed by Indiana State Conference to study crime and criminals.

EDNA E. MCCLELLAND, formerly with Cleveland Humane Society, to Lake County Board of Child Welfare, Painesville, Ohio.

MARY MCLELLAND, formerly with the Big Sister Association, Toronto, as education secretary, Montreal Y. W. C. A.

MARGARET MCMILLAN, formerly with Cleveland Girls Council, to secretary, Worcester Girls Club House.

AGNES MARSHALL, formerly of Columbus, Ohio, as Girl Scout executive, New Bedford, Mass.

REV. OSCAR E. MAURER as president, New Haven Organized Charities Association, after an association of twenty years.

(*Continued on page* 241)

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(*Continued from page* 233)

food; plain but decent clothing; a house with at least two bedrooms and a study; a little domestic help (wives do most of the housework, including laundry); a policy of investing (including insurance) about seven and a half per cent of the income (fifteen per cent in higher income groups); an automobile (about half of the families have cars); a short vacation (sixty per cent have less than four weeks, forty per cent less than two weeks, and wives less than husbands); small amounts for recurrent recreation, church, charities, and medical expenses. The idea that teachers have long vacations seems to be a myth!

The chapters containing the summary of the findings and the budgets of twelve families (chapters VIII and IV) are most interesting for the general reader. The specialist may find much new matter in the preceding pages of tables, percentages, correlations and charts. THOMAS C. BLAISDELL, JR.

Health Practice

CITY HEALTH ADMINISTRATION, *by Carl E. McCombs. Macmillan. 524 pp. Price $5.50 postpaid of The Survey.*

THE universal reaction of those who read Dr. McCombs' authoritative book will be favorable. "Scholarly, accurate, complete, up to date"—such will be the comments. Too formal to be fascinating, lacking the lure of an historical approach, specific as investigators for bureaus must be, this thesis is admirably paragraphed and liberally documented with reference to standard surveys, many of which the author has made himself in the score of years of his field work. The pros and cons of combining sickness-care and disease-prevention under the direction of the health officer, and the merits and faults of health department versus school board control of the health of school children, are discussed wisely and without malice.

Here and there we find history at fault. New York's Health Department did not discontinue its tonsil and adenoid clinics because of criticism in 1915 but because at that time the development of more appropriate and quite adequate facilities in hospitals and dispensaries made the five clinics of the Health Department superfluous.

The book deals so entirely with city health practice in the United States and Canada that its title might with propriety express its American rather than universal application. It is a pity that our authors on public health administration so commonly ignore the experience and admirable accomplishment of health officers of cities in England and Germany. Liverpool and Cologne could well be used as examples of high standard performance, simplicity and adequacy of organization, economy of service and excellence of results. It is rather surprising to find the name of William H. Park entirely omitted in discussing the origin and development of pasteurization of milk.

With such books as those of Davis and Warner, and of Frank Chapman, available it is perhaps unfortunate that the author attempted to deal with sickness-care, hospital administration, and hospital planning in the 122 pages of Part III. The inclusion of general care of the sick under the health officer should be mentioned chiefly to be condemned. In fact the only really valid argument against a complete generalization of visiting nurse service is that sickness-care will commonly crowd out the educational and preventive work of the public health nurse. If we are to include the activities for sickness-care under the Health Department, why does Dr. McCombs omit the problem of the chronic and incurable, or for that matter of the aged and infirm who exhibit the end results of much social and medical pathology?

Sound advice, varied and profitable practices, wise policies of organization and expenditure are well presented here by one who has been privileged to look on from the outside without having his critical sense humbled by the responsibility of administering a public health service himself.

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DIRECTORY OF SOCIAL AGENCIES

THE AMERICAN ASSOCIATION OF HOSPITAL SOCIAL WORKERS—18-20 E. Division St., Chicago, Ill. Miss Helen Beckley, Executive Secretary.

AMERICAN ASSOCIATION FOR OLD AGE SECURITY—Aim: To promote through legislation adequate provisions for the dependent aged in the United States. Bishop Ethelbert Talbot, president. A. Epstein, executive secretary, 104 Fifth Ave., New York City.

AMERICAN BIRTH CONTROL LEAGUE, INC.—Margaret Sanger, President, 104 Fifth Avenue, New York City. Purpose: To teach the need for birth control to prevent destitution, disease and social deterioration; to amend laws adverse to birth control; to render safe, reliable contraceptive information accessible to all married persons. Annual membership, $2.00 to $500.00. Birth Control Review (monthly) $2.00 per year.

AMERICAN HOME ECONOMICS ASSOCIATION—Alice L. Edwards, executive secretary, 617 Mills Bldg., Washington, D. C. Organized for betterment of conditions in home, school, institution and community. Publishes monthly Journal of Home Economics: office of editor, 617 Mills Bldg., Washington, D. C.; of business manager, 101 East 20th St., Baltimore, Md.

AMERICAN SOCIAL HYGIENE ASSOCIATION—370 Seventh Ave., New York. To provide a better understanding of the social hygiene movement; to advance sound sex education, to combat prostitution and sex delinquency; to aid public authorities in the campaign against the venereal diseases; to advise in organization of state and local social-hygiene programs. Annual membership dues $2.00 including monthly journal.

AMERICAN SOCIETY FOR THE CONTROL OF CANCER—Dr. George A. Soper, managing director, 25 West 43rd Street, New York. To collect, collate and disseminate information concerning the symptoms, diagnosis, treatment and prevention. Publications free on request. Annual membership dues, $5.00.

AMERICAN WOMEN'S HOSPITALS (O.S.)—(Organized, 1917)—637 Madison Avenue, New York, Chairman; Esther Lovejoy, M. D., Treasurer; Mathilda K. Wallin, M. D. Conducts hospitals and food stations for refugees in Greece, and medical centers in Macedonia and Western Thrace. Continuing assistance to medical work in France, Serbia, Russia and Japan.

THE BOY CONSERVATION BUREAU—90 West Broadway. Suggests all-the-year-round Home Schools for needy boys. Tel. Walker 0313. E. W. Watkins. Exec. Sec'y.

CHILD WELFARE COMMITTEE OF AMERICA, Inc.—730 Fifth Avenue, New York. To secure home life for normal dependent children in preference to institutions; to secure Mothers' Allowance laws in states having none; to urge adequate appropriations for home aid; to promote proper laws affecting adoption, boarding out and placing out of dependent children; to aid in the enforcement of these laws. States Council of Committee comprises volunteer representatives in practically every state. Sophie Irene Loeb, President; Governor Alfred E. Smith, Honorary President; Margaret Woodrow Wilson, First Vice-President; Edward Fisher Brown, Executive Secretary.

CHILD WELFARE LEAGUE OF AMERICA—C. C. Carstens, director. 130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worth-while results in phases of child welfare in which they are interested.

THE CHILDREN'S VILLAGE, INCORPORATED—Dobbs-Ferry-on-Hudson, New York. A national, non-sectarian training school scientifically equipped for the study, education and development of problem boys and girls, on commitment and by private arrangement—ages 7 to 16. Supported largely by voluntary contributions. For further information address Leon C. Faulkner, Managing Director.

COUNCIL OF WOMEN FOR HOME MISSIONS—105 East 22d St., New York. Florence E. Quinlan, Executive Secretary. Composed of 23 Protestant national women's mission boards of the United States and Canada. Purpose: To unify effort by consultation and cooperaton in action.

Work among Farm and Cannery Migrants, Summer service for college students, Laura H. Parker, Executive Supervisor.
Religious Work Directors in Government Indian Schools.
Bureau of Reference for Migrating People, follow-up of New Americans.

EYE SIGHT CONSERVATION COUNCIL OF AMERICA—L. W. Wallace, President; Guy A. Henry, General-Director, Times Bldg., New York. Conducts a national educational campaign to promote eye hygiene. Urges correction of eye defects, protection against hazards, proper lighting. Comprehensive publications—lantern slides—lecture material. Cooperation of social agencies invited.

FEDERAL COUNCIL OF THE CHURCHES OF CHRIST IN AMERICA—Constituted by 28 Protestant communions. Rev. C. S. Macfarland and Rev. S. M. Cavert, Gen. Sec's; 105 E. 22nd St., N. Y. C.

Dept. of Research and Education, Rev. F. E. Johnson, Sec'y.
Commissions: Church and Social Service, Rev. W. M. Tippy, Sec'y; International Justice and Goodwill: Rev. S. L. Gulick, Sec'y; Church and Race Relations: Dr. G. E. Haynes, Sec'y.

GIRLS FRIENDLY SOCIETY IN AMERICA—15 East 40th Street, New York. Girls and women working together to uphold Christian standards of daily living in the home, in the business world, and in the community. Numbers nearly 60,000, with branches in 44 states.

What You Owe

"I HOLD every man a debtor to his profession," said Bacon.

A profession is not something you join casually as you would a club, or a business organization. It isn't for joiners at all. There is no question of deciding periodically whether to renew or resign. Once in, you are in for life, generally speaking. You accept the tenets of the profession and in doing so you enter into partnership with all the other members. Above every selfish gain is the obligation to serve the profession, its doctrines and its members as they serve you.

Social work, among the newest of the professions, is each year calling into its partnership hundreds of new members. They are not mere job-seekers; they are planning their careers as professionals. They look beyond the pay roll to the way they can meet their debt to the profession.

Recognition and support of the organizations listed on these pages is one way.

HAMPTON INSTITUTE—Trains Negro youth for community service. Collegiate work in Education, Agriculture, Home Economics, Business, Library Science, Building Construction, and Summer School. Publishes the "Southern Workman". Free material concerning the Negro and race relations. James E. Gregg, principal.

JOINT COMMITTEE ON METHODS OF PREVENTING DELINQUENCY—Graham Romeyn Taylor, executive director, 50 East 42nd Street, New York. To promote the adoption of sound methods in this field, with particular reference to psychiatric clinics, visiting teacher work, and training for these and similar services; to conduct related studies, education and publication; and to interpret the work of the Commonwealth Fund Program for the Prevention of Delinquency.

THE LEAGUE TO ABOLISH CAPITAL PUNISHMENT—A national organization 104 Fifth Avenue, New York City. Dr. George W. Kirchwey, Chairman; Vivian Pierce, Executive Secretary. Organized to abolish capital punishment in every state and in the District of Columbia. Annual membership $1, $5, $10, and $100, including monthly Bulletin.

NATIONAL BOARD OF THE YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS—Mrs. Robert E. Speer, president; Miss Mabel Cratty, general secretary, 600 Lexington Avenue, New York City. This organization maintains a staff of executive and traveling secretaries to cover work in the United States in 1,034 local Y. W. C. A.'s on behalf of the industrial, business, student, foreign born, Indian, Colored and younger girls. It has 159 American secretaries at work in 49 centres in the Orient, Latin America and Europe.

NATIONAL CHILD LABOR COMMITTEE—Wiley H. Swift, acting general secretary, 215 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on administration; to furnish information. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

NATIONAL CHILD WELFARE ASSOCIATION, INC. (est. 1912, incorp. 1914), 70 Fifth Ave., N. Y. C. (tel. Chelsea 8774). Promotes as its chief object the building of character in the children of America through the harmonious development of their bodies, minds, and spirits. Its method is, in cooperation with other organizations, to originate and disseminate educational material in the form of posters, books, bulletins, charts, slides, and insignia. Through its "Knighthood of Youth" it provides homes, schools and church schools with a method of character training through actual practice. Officers: Dr. John H. Finley, Pres.; Charles F. Powlison, Gen. Sec'y.

THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC.—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. Frankwood E. Williams, medical director; Dr. Clarence J. D'Alton, executive assistant; Clifford W. Beers, secretary; 370 Seventh Avenue, New York City. Pamphlets on mental hygiene, mental and nervous disorders, feebleminded-ness, epilepsy, inebriety, delinquency, and other mental problems in human behavior, education, industry, psychiatric social service, etc. "Mental Hygiene," quarterly, $3.00 a year; "Mental Hygiene Bulletin," monthly. $.50 a year.

NATIONAL COMMITTEE FOR THE PREVENTION OF BLINDNESS—Lewis H. Carris, Managing Director; Mrs. Winifred Hathaway, Associate Director; B. Franklin Royer, M.D., Medical Director; Eleanor P. Brown, Secretary, 370 Seventh Avenue, New York. Studies scientific advances in medical and pedagogical knowledge and disseminates practical information as to ways of preventing blindness and conserving sight. Literature, exhibits, lantern slides, lectures, charts and co-operation in sight-saving projects available on request.

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NATIONAL CONFERENCE OF SOCIAL WORK—Sherman C. Kingsley, President, Chicago, Ill.; Howard R. Knight, secy, 277 E. Long St., Columbus, Ohio. The conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly bulletin. The fifty-fourth annual meeting of the Conference will be held in Memphis, Tenn., May 2nd-9th, 1928. Proceedings are sent free of charge to all members upon payment of a membership fee of five dollars.

NATIONAL CONGRESS OF PARENTS AND TEACHERS—Mrs. A. H. Reeve, President. Mrs. A. C. Watkins, Executive Secretary, 1201 Sixteenth Street, N. W., Washington, D. C. To develop cooperation between home and school, and an informed public opinion which will secure highest advantages for all children.

NATIONAL COUNCIL OF JEWISH WOMEN—Mrs. Joseph E. Friend, President; Mrs. Estelle M. Sternberger, Executive Secretary, 2109 Broadway, New York City. Program covers twelve departments in religious, educational, civic and legislative work, peace and social service. Official publication: "The Jewish Woman."

Department of Immigrant Aid and Immigrant Education, 799 Broadway, New York City. For the protection and education of immigrant women and girls. Maintains Bureau of International Service. Monthly bulletin, "The Immigrant." Florina Lasker, Chairman; Cecilia Razovsky, Secretary.

Department of Farm and Rural Work, Mrs. Elmer Eckhouse, Chairman, 5 Columbus Circle, New York City. Program of Education, recreation, religious instruction and social service work for rural communities. Bulletin: "The Rural Voice."

NATIONAL COUNCIL OF WOMEN—370 Seventh Ave., N. Y. C. Clearing house for 35 women's organizations. Valeria H. Parker M.D., President.

NATIONAL HEALTH CIRCLE FOR COLORED PEOPLE, Inc.—370 Seventh Avenue, New York City. Col. Theodore Roosevelt, Honorary President; Dr. Jesse E. Mooreland, Pres.; Dr. George C. Booth, Treasurer; Miss Belle Davis, Executive Secretary.

To organize public opinion and support for health work among colored people.

To create and stimulate health consciousness and responsibility among the colored people in their own health problems.

To recruit, help educate and place young colored women in public health work.

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NATIONAL TUBERCULOSIS ASSOCIATION—370 Seventh Ave., New York. Dr. Theobald Smith, president; Dr. Linsly R. Williams, managing director. Pamphlets on methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. Journal of the Outdoor Life, popular monthly magazine, $2.00 a year; American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

NATIONAL URBAN LEAGUE—For social service among Negroes. L. Hollingsworth Wood, pres.; Eugene Kinckle Jones, exec. sec'y; 17 Madison Ave., New York. Establishes committees of white and colored people to work out community problems. Trains Negro social workers. Publishes "Opportunity"—a "journal of Negro life."

NATIONAL WOMEN'S TRADE UNION LEAGUE—Mrs. Raymond Robins, honorary president; Miss Rose Schneiderman, president; 311 South Ashland Blvd., Chicago, Ill. Stands for self-government in the work shop through organization and also for the enactment of protective legislation. Information given.

PLAYGROUND AND RECREATION ASSOCIATION OF AMERICA—315 Fourth Avenue, New York City. Joseph Lee, president; H. S. Braucher, secretary. Special attention given to organization of year-round municipal recreation systems. Information available on playground and community center activities and administration.

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—John M. Glenn, dir.; 130 E. 22nd St., New York. Departments: Charity Organization, Delinquency and Penology, Industrial Studies, Library, Recreation, Remedial Loans, Statistics, Surveys and Exhibits. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

ST. ANDREW'S REST, Woodcliff Lake, N.J., is conducted by the Episcopal Sisters of St. John Baptist for convalescent or tired girls and women. Season, May 15 to October 1. Apply to Sister in Charge. Telephone, Park Ridge 152. (Country Branch of St. Andrew's Convalescent Hospital, N. Y. C.)

TUSKEGEE INSTITUTE—An institution for the training of Negro Youth; an experiment in race adjustment in the Black Belt of the South; furnishes information on all phases of the race problem and of the Tuskegee idea and methods; Robert R. Moton, principal; W. H. Carter, treasurer; A. L. Holsey, secretary, Tuskegee Institute, Ala.

WORKERS' EDUCATION BUREAU OF AMERICA — a cooperative Educational Agency for the promotion of Adult Education among Industrial Workers. 476 West 24th Street, New York City. Spencer Miller, Jr., Secretary.

(*Continued from page 238*)

ALICE MAY, formerly director South Side Community House, Des Moines, as director of recreation, Catholic Community Houses under the League of Catholic Women.

KENNETH MESSENGER as Commissioner of Child Welfare, State of Connecticut.

RUTH METTINGER, formerly a public health nurse with the Winter Haven, Fla., Chapter, A. R. C., as nursing field representative, A. R. C., for Georgia and Florida.

GRACE MEYETTE, formerly general secretary, Alliance, O., Y. W. C. A., as director, industrial department, Central Branch Y. W. C. A., Cleveland.

MADELINE MOORE as research secretary, Charity Organization Society, New York City.

SARAH L. ORAN, formerly on staff of Jewish Welfare Society, Philadelphia, to the staff, Social Welfare League, Reading, Pa.

MRS. G. CAMERON PARKER as director, Division of Social Welfare, Department of Public Health, Toronto.

MARGARET REID as nursing field representative, A. R. C., for Indiana.

HELEN RICHARDSON as chapter correspondent, A. R. C., at National Headquarters.

HELEN ROBERTSON, formerly with the Social Welfare Division, Toronto Department of Public Health, as a member of the staff, Big Sisters Association, Toronto.

RUTH SHERBURNE, for many years field secretary, Playground and Recreation Association, as recreation executive, Glens Falls, N. Y.

GEORGIANA SINCLAIR as secretary of the Shenango Valley (Pa.) Welfare Committee, with headquarters at Sharon.

ELSIE BELLE STEWARD, from Berea College, to the staff Cleveland Travelers Aid Society.

MARGUERITE STUART as general secretary, Reading, Pa., Y. W. C. A., succeeding Edith Lee.

CARTER TAYLOR, formerly associated with Rowland Haynes at University of Chicago, as director, Welfare Federation, Harrisburg, succeeding W. F. Maxwell.

ARTHUR TOMALIN as associate secretary, American Public Health Association.

CHARLOTTE TOWNSEND, formerly general secretary, Beloit, Wis., Y. W. C. A., as industrial secretary, Collinwood Branch, Cleveland, Y. W. C. A.

ESTHER TRESS as itinerant nutritionist, Jackson County, Ind., Chapter, A. R. C.

CORNELIA VAN KOOY, president, Wisconsin State Nurses Association and for many years associated with the Wisconsin Anti-Tuberculosis Association, as director of public health nursing, Wisconsin State Board of Health, succeeding Cecelia Evans.

MARY WATT as executive secretary, Social Service League, Burlington, Iowa, succeeding Alice Whipple, resigned.

HOWELL L. WESTBROOK as secretary Pine Bluff, Ark., Community Chest.

LLOYD WILCOX as publicity director, Oregon Tuberculosis Association.

Resignations and Leaves

VALENTINA B. AQUINO, superintendent of Welfareville, Phillipine Islands, on leave for study in the U. S.

WILMA DEV. BOOTH as office secretary at national headquarters, Boys' Club Federation, to be succeeded by her former assistant, Kathryn Beard.

KATHERINE FAVILLE has resigned as nursing field representative, A. R. C.

SARA A. HALL has resigned as case correspondent, A. R. C., National Headquarters.

KATHLEEN HAMBLY, director Social Service Department, Homeopathic Hospital, Reading, Pa., on year's leave for study at New York School of Social Work on fellowship.

ARLIEN JOHNSON, associate professor of sociology, University of Washington, and secretary, State Conference of Social Work, on year's leave for study at Graduate School of Social Service Administration, University of Chicago.

VIRGINIA LEE JONES resigned as chief probation officer, El Dorado County, Ark., to be married. She is now Virginia Lee Bennett.

ALLIE MCNEILL has resigned as chapter correspondent, A. R. C., National Headquarters, to enter business.

MARGARET STEELE MOSS on staff, Children's Division, Pennsylvania State Department of Welfare, on six months' leave visiting New Zealand.

MARGUERITE WEIR has resigned from the Big Sister Association, Toronto, to be married.

HELEN GRAFF WISE has resigned from membership department, National Child Labor Committee, to direct a gift shop in New York City specializing in gifts for convalescents.

Death

JULIA HINAMAN, well known publicity adviser, died of appendicitis in Hartford, Conn., in September. From 1918 to 1921 she was publicity director for the Connecticut Woman's Suffrage Association, and more recently has been publicity adviser to the Hartford Community Fund, the Connecticut Children's Aid Society and the People's Institute of New York.

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Rates: Display: 30 cents a line. 14 agate lines to the inch.. Want advertisements eight cents per word or initial, including address or box number. Minimum charge, first insertion, $1.50. Cash with orders. Discounts 5% on three insertions; 10% on six insertions.

Address Advertising Department — **THE SURVEY** — 112 East 19th Street New York City

WORKERS WANTED

WANTED: Single man, 25 years or older, with college education, for Boys' Supervisor, in a State Institution. State fully experience and educational qualifications, and answer in own handwriting. Send a recent photograph if possible. 5996 SURVEY.

WANTED: Social case workers by Jewish organization in eastern city offering opportunities for development in the field. 5946 SURVEY.

WANTED by Jewish Child Placing Agency, case worker for specially selected group of adolescent boys placed in foster homes. Training and experience with various types of boys' problems necessary. Knowledge of Yiddish preferred. Apply Jewish Children's Society, 205 W. Lombard St., Baltimore, Md.

EDITORIAL SECRETARY. Expert typist and stenographer, college graduate or equivalent, to assist editor first-class established monthly review. Some Jewish education preferred. 5995 SURVEY.

WANTED: Boys' Supervisor for Home having thirty Jewish Boys. Good salary and full maintenance. State age, education, training and experience. Apply Supt. B'Nai B'rith Home for Children, Fairview, Erie County, Penna.

ASSOCIATED GUIDANCE BUREAU, Inc. (16 East 53rd Street, New York City), requires young women for resident positions in private families supervising problem children under the Bureau's direction. Must have similar experience or training and experience in social work. Kindergarten work or teaching. Good salaries and training courses offered. Write qualifications.

BOY SCOUTS OF AMERICA need men with leadership and administrative ability and experience for executive positions. Thirty-day Training Schools before or after placement. Further information BOY SCOUTS OF AMERICA, 200 Fifth Avenue, New York.

WORKERS WANTED

COOPERATIVE PLACEMENT SERVICE. Social workers, secretaries, superintendents, matrons, housekeepers, dietitians, cafeteria managers. The Richards Bureau, 68 Barnes Street, Providence, R. I.

GRADUATE NURSES, dietitians, laboratory technicians for excellent hospital positions everywhere. Write for free book now. Aznoe's Central Registry for Nurses, 30 N. Michigan Ave., Chicago, Illinois.

SOCIAL CASE WORKERS WANTED: Hebrew Benevolent Society of Baltimore, 205 West Lombard St., Baltimore, Maryland.

WANTED: NURSERY SCHOOL DIRECTOR, experienced. School well orginzed and equipped. Good salary. Large Middle Western City. 5999 SURVEY.

EXPERIENCED SOCIAL CASE WORKER for work among girls from 12 to 20. Big Brothers and Big Sisters of Milwaukee, Milwaukee, Wisconsin.

WANTED: In a Philadelphia Hospital, a Social Case Worker. Must be college graduate with either case work experience or with a certificate from a School of Social Work. 5947 SURVEY.

RESEARCH WORK

WASHINGTON, D. C. RESEARCH—Detailed research work done for writers, speakers, etc. Library of Congress and Government Departments covered. Dorcy Cole, 920—17th St., Washington, D. C.

RESEARCH: We assist in preparing special articles, papers, speeches, debates. Expert, scholarly service. AUTHOR'S RESEARCH BUREAU, 500

The COLLEGIATE SERVICE, Inc.

Occupational Bureau for College Women

11 East 44th Street
New York City

Social Work Dept. in charge of Pauline R. Strode, Ph.B. University of Chicago and graduate of Chicago School of Civics, and Philanthropy

GERTRUDE R. STEIN, Inc.

VOCATIONAL SERVICE AGENCY
18 EAST 41ST STREET, NEW YORK

We are interested in placing those who have a professional attitude towards their work. Executive secretaries, stenographers, case workers, hospital social service workers, settlement directors; research, immigration, psychiatric, personnel workers and others.

SITUATIONS WANTED

SOME JEWISH COMMUNITY with a problem of coordinating its social, educational and philanthropic activities needs the organizing skill and experience of this advertiser. His 19 years of varied experience included nearly every activity generally grouped under direction of Federation Executive. Available January 1, 1928. Write 6000 SURVEY.

EXECUTIVE DIRECTOR, with highest credentials and splendid record as organizer and administrator, having had ten years experience in Y. M. H. A. and Community Centre work, seeks similar position with organization who will appreciate conscientious and constructive service. 5987 SURVEY.

WOMAN, with seven years family case work, two years experience with parental organization, wants executive position with opportunity for growth. New York City preferred. Available immediately. 5986 SURVEY.

EDITOR: Head of School; broad background of education, travel, experience; author numerous articles, book; seeks editorial direction of education, juvenile, or trade magazine, in spare time. 5992 SURVEY.

WOMAN with experience desires position as Manager or Assistant Manager of Apartment Building or Apartment Hotel. Best of references. Available about January the first. 5997 SURVEY.

STEWARD-MANAGER, eighteen years of institutional and hotel experience. Expert buyer. Best of references. 5993 SURVEY.

JOINT VOCATIONAL SERVICE recommends EXPERIENCED EXECUTIVE with training and practice in social case work who wants new opportunity preferably in East. Medical Social field preferred. Joint Vocational Service, 130 East 22nd Street, New York.

A COMPREHENSIVE DISCRIMINATING SERVICE ARE YOU USING IT?

Trained and experienced workers are available for such positions as—

- Executive Secretaries
- Medical Social Workers, R.N.
- Family Case Workers
- Personnel and Employment
- Deans
- Principals
- Teachers
- Secretaries—churches, schools doctors' offices
- Nurses—school and industrial:—
- Hospital, School and Institutional:—
  - Superintendents
  - Graduate Nurses
  - Dietitians
  - Matrons and Housekeepers
  - Recreation Workers
  - Secretaries

When you have a position to fill notify us of your requirements.

EXECUTIVE SERVICE CORPORATION
SOCIAL WELFARE DIVISION
GERTRUDE D. HOLMES, *Director*
100 East 42nd Street **Ashland 6000** **New York, N. Y.**

"Home-Making as a Profession"

Is a 30-pp. ill. handbook—it's FREE. Home-study Domestic Science courses, for teaching, institution management, etc., and for home-making efficiency. Am. School of Home Economics, 849 E. 58th St., Chicago

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SITUATIONS WANTED

WOMAN ORGANIZER, college graduate, executive, clergyman's daughter, widow of newspaper editor, experience in welfare work, course in practical nursing during war (at present employed), desires connection where diversified experience and executive capacities will find expression. 5967 SURVEY.

MOTHERS HELPER, or waitress, girl somewhat below normal intelligence, good health, fine character. Residential situation vicinity of New York. 5916 SURVEY.

TEMPORARY POSITION, desired by social worker with experience in child placing and medical social work, who conducts a summer camp for children. 5994 SURVEY.

YOUNG WOMAN of proved ability and initiative; 5 years neighborhood centre experience seeks opening in New York City. 5991 SURVEY.

WORKER with several years experience in family child care and health field, desires position in or near New York. Institution or other organizations considered. 5988 SURVEY.

REGISTERED NURSE, Jewish, speaks Yiddish fluently, wishes position in New York City. Have had experience in Dispensary work and also in various branches of Public Health Nursing. 5998 SURVEY.

PAMPHLETS

CANDY MAKING FOR PROFIT, by Alice Bradley, illus. folder describing home-study course, with "work sheet" formulas, sales plans, equipment, etc., for APPROVED Home-Made Candies; free with sample "work sheet". Am. Sch. of Economics, 5772 Drexel Ave., Chicago.

"THE PROBLEM OF THE LEISURE HOUR—A CHALLENGE—ONE WAY OF MEETING IT." Philip L. Seman, Jewish People's Institute, 3500 Douglas Boulevard, Chicago, Illinois. Single copy $.50

LESSONS IN GOVERNMENT. Four page, seven lesson pamphlet for naturalization classes. Simple language and large type. Third edition. Samples on request. Postpaid, 30c. a dozen, $2.00 a hundred. Address, Henry M. Allen, 35 Easterly Avenue, Auburn, N. Y.

INFORMATION BUREAU ON WOMEN'S WORK, 305 Commerce Building, Toledo, Ohio.

ROOMS, a study of housing conditions for non-family employed women in Toledo, based on interviews with 82 landladies; 24 pages; 15 cents.

THE FLOATING WORLD, a study of housing conditions for non-family employed women in Toleda, based on interviews with 126 women workers; 52 pages; 35 cents.

TREND OF WOMEN'S WAGES: Ohio, 1925, a comparison of women's wage rates in Ohio in 1923, 1924, and 1925, as reported to the Ohio Bureau of Labor Statistics; 28 pages; 10 cents.

ARE WOMEN'S WAGES A SPECIAL PROBLEM? An analysis of the conditions of women's work which make special legislation necessary; 16 pages; 10 cents.

IS UNEMPLOYMENT A PERSONAL OR SOCIAL PROBLEM? 16 pages; 10 cents.

SITUATIONS WANTED

MANAGING HOUSEKEEPER, with many years experience as matron and managing housekeeper in business girls' hotel, desires position. Economical buyer. Successful with help. City or country. Excellent references. 5983 SURVEY.

EXECUTIVE: Exceptional background, ten years managerial capacities, desires change. Excellent references. 6001 SURVEY. 5988 SURVEY.

SOCIAL WORKER, experienced in executive, Family Welfare and promotional work. Also interested in club work. References. 5982 SURVEY.

MISCELLANEOUS

MIDDLE-AGED WOMAN, owner of comfortable modern eight-room house, well furnished, with garden, water view, etc., near station 30 miles from New York City, wants to share home with cultured, friendly woman or small family who will undertake housekeeping and share expenses. Easy commutation, good school. Box 74, Riverside, Conn.

FOR SALE

COMFORTABLE eight room house with all improvements in a country village, fifty miles from New York, can be bought for $3,000.00 cash and mortgage of equal amount. Lot 60 x 250—good barn—chicken house. Write for further information. Mr. Landman, Cranbury, N. J.

The Year Round

Manhattan Beach Hotel, New York

Live in a modern, fireproof hotel by the seashore, for less than in the crowded city. $12 per week for two; homelike comforts; outdoor sports; maid, valet and telephone service; 37 minutes from Times Sq., B.M.T. (Brighton Beach Line). Phone Sheepshead 3000.

BULLETIN BOARD

JOINT INSTITUTE—OHIO STATE NURSES ASSOCIATION: Columbus. Nov. 7-12. Secretary, Lucille Grapes Kinnell, R.N., 199 Webster Park Ave., Columbus.

TWENTIETH ANNUAL STATE CONFERENCE OF PROBATION OFFICERS: Troy, N. Y. Nov. 14-15. Secretary, Frederick A. Moran, Dept. of Correction, Albany.

NEW YORK STATE CONFERENCE ON SOCIAL WORK: Troy. Nov. 15-17. Secretary, Richard W. Wallace, Drawer 17, The Capitol, Albany.

MID-ATLANTIC DIVISION—BOYS CLUB FEDERATION: Jersey City, N. J. Nov. 17-18. Secretary, G. D. Younger, 825—2nd Ave., New York City.

INTERNATIONAL BOYS WORK CONFERENCE: Chicago, Ill. Nov. 28-30. Secretary, William Butcher, 244 William St., New York City.

NEW JERSEY CONFERENCE OF SOCIAL WORK: East Orange. Dec. 1-3. Secretary, Maud Bryan Foote, 17 Academy St., Newark.

BIENNIAL CONVENTION—NATIONAL COUNCIL OF WOMEN: New York City. Dec. 6-10. Secretary, Mrs. Glen Levin Swiggett, 370—7th Ave., New York.

AMERICAN SOCIOLOGICAL SOCIETY: Washington, D. C. Dec. 28-31. Secretary, Prof. E. W. Burgess, University of Chicago, Chicago, Ill.

Executives!

We Aim to Give Satisfaction and Service!

Read How We Do It!

Gentlemen:

I thank you for the most efficient service I have ever contacted in your line.

Head Resident

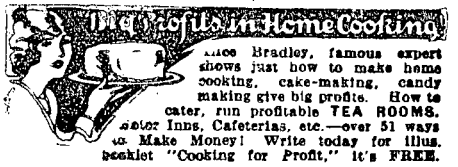
What We Have Done for Others, We Can Do for You!

Telephone for Appointment Vanderbilt 9435-9436

Atlas Social Workers' Exchange
Incorporated
424 Madison Avenue
Cor. 49th St. New York

An Agency for Social Workers

FOR THE HOME



Alice Bradley, famous expert shows just how to make home cooking, cake-making, candy making give big profits. How to cater, run profitable TEA ROOMS, Motor Inns, Cafeterias, etc.—over 51 ways to Make Money! Write today for illus. booklet "Cooking for Profit," It's FREE.

American School of Home Economics, 849 E. 58th Street, Chicago

PERIODICALS

THE AMERICAN JOURNAL OF NURSING shows the part which trained nurses are taking in the betterment of the world. Put it in your library. $3.00 a year. 19 W. Main St., Rochester, N. Y.

MENTAL HYGIENE: quarterly: $3.00 a year; published by the National Comittee for Mental Hygiene, 370 Seventh Avenue, New York.

QUALITY MIMEOGRAPHING

Form letters, circulars, society reports, instructions; 100 copies, $1.00; 1,000, $4.00. Write for samples and complete price list.
Merlin Wand, Manorville, Pa.

SUBNORMAL CHILDREN

TEACHER will board and teach subnormal children in her home in the suburbs of Philadelphia. Number limited, as individual care is given each child. 5941 SURVEY.

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The Menorah Journal

NOW A MONTHLY

FORTHCOMING FEATURES

Conversations with the Wandering Jew
Lion Feuchtwanger — AUTHOR: POWER

Where Does Babbitt Go From Here?
Charles A. Beard
AUTHOR: THE RISE OF AMERICAN CIVILIZATION

A Realistic View of Minority Rights
Albert Jay Nock — FORMERLY EDITOR "THE FREEMAN"

Paul Among the Jews—*A Play*
Franz Werfel
AUTHOR: THE GOAT SONG, JUAREZ AND MAXIMILIAN

The Epic of the Needle Trades
Sylvia Kopald and Ben Selekman

Bible into Drama
Gilbert Gabriel — DRAMATIC CRITIC *THE NEW YORK SUN*

Stagecraft in Modern Russia
Louis Lozowick — ARTIST AND CRITIC

ALSO: *Book Reviews, Stories and Articles; Translations of Current Stories and Plays; Political and Literary Letters from Abroad.*

50c a copy.....$5.00 a year

OPINIONS

GLENN FRANK: "As an American I appreciate The Menorah Journal because it is authentically Jewish, without being pro-Jewish in the propagandist sense which prevents rather than promotes the interests of real American culture."

BURTON RASCOE: "Maintains interest and appeal to all English-speaking intelligent men and women."

DON. C. SEITZ: "The best-printed, best-edited, best-written periodical issued in America."

STEPHEN S. WISE: "A real contribution to the cultural and spiritual life of American Israel."

After having been a bi-monthly publication for thirteen years, The Menorah Journal on January first will become a monthly. Thus its range will be covered the more thoroughly, and its fare of vivid discussions and portrayals doubled.

AMONG OUR CONTRIBUTORS

ALFRED ADLER	HORACE M. KALLEN
CHARLES A. BEARD	MORDECAI M. KAPLAN
JEAN-RICHARD BLOCH	J. W. LATSKY-BERTOLDI
BENJAMIN CREMIEUX	LUDWIG LEWISOHN
IRWIN EDMAN	LEWIS MUMFORD
WALDO FRANK	ALBERT JAY NOCK
LION FEUCHTWANGER	ALFONSO PACIFICI
BERNARD GLUECK	PAUL ROSENFELD
LOUIS GOLDING	MAURICE SAMUEL
PHILIP GUEDALLA	ARNOLD ZWEIG

The Menorah Journal publishes fiction, art reproductions, commentaries, articles and book reviews by internationally recognized writers, artists, and scholars. The articles are unsentimental treatments of both Jewish affairs and general currents of contemporary life and letters.

SPECIAL OFFER

Expiring January First

THE MENORAH JOURNAL
63 Fifth Avenue, New York City

Please send me the monthly Menorah Journal for ☐ one ☐ two years. ☐ three

My check for ☐ $3.00 ☐ $6.00 ☐ $9.00 is enclosed. I understand that this special rate is limited to three years, and expires on January First.

Name .....

Address .....

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ANNUAL STATEMENT *By the Editor*
TO SURVEY ASSOCIATES *and All Survey Readers*

YEAR ENDED
1926-7

YEAR BEGUN
1927-8

Fifteen Years of It

I HAVE been reading over the minutes of those early meetings in the fall of 1912 when Survey Associates was set going as a membership corporation. It all comes back to me very vividly because my brother and I were at the same time made the executives of this new type of educational institution.

Board and staff knew some of the difficulties that bristled in the way of such a "cooperative adventure," as we came to call it, "on the borderland of research and journalism." We knew that each of the half dozen periodicals merged in The Survey, having their roots in social work and dating back to the 90's and 80's, had failed to meet expenses. But whereas in those earlier days, Mr. deForest and a few others had shouldered the load, a growing company of readers had caught something of his vision and come forward with from $10 to $1,000 annually to help put it to work. By 1912, when we incorporated Survey Associates, they had grown to 747, and you will find not a few of those pioneer members on our roster today. That year, they contributed $21,914; and one of their number, the late Charles M. Cabot of Boston, was meeting the entire expense of our Industry Department and the investigations connected with it, the first of our editorial "desks" which we like to think of as near of kin to the college "chairs."

ALL this gave us courage to turn our annual deficit right side up and make it the cornerstone of the new structure; to make these reader-contributors and those who might join with them, the owners of a mutual enterprise. That confidence was not misplaced. Today they number well toward 2,000, and last year they contributed roughly $99,000 to our common fortunes. Of that sum little more than ten per cent was absorbed by our publication accounts in the direct maintenance of either The Survey or The Survey Graphic. Fifteen per cent went into the work of the departmental desks which serve them, forty per cent into circulation promotion to extend our educational reach.

Every annual report has seen those proportions improved—for in these fifteen years we have not merely been winding round in a circle. Ours has been a slow development quite without guiding precedent. People said when Survey Associates was instituted, it was bound to go the way of all flesh, meaning by that the way of many a cooperative enterprise, many a brave adventure in non-commercial journalism, many an experiment with new and untried implements of education. But it hasn't. We have swung through uphill spirals, building with each turn broader and stronger foundations in membership and subscriptions, releasing more and more of our contributed funds for staff activities and growth; exploring, exchanging experience, making for common understanding.

This last spring we reached 25,000 paid subscribers, our first considerable circulation objective. This last year our gross publishing receipts were $110,725 as against $39,165 the year Survey Associates was organized, and never in twelve months had we applied our working scheme to subject matters within our field which put it to more severe tests, from the intimate problems of juvenile behavior and "woman's place" to Fascism and the Mississippi flood.

FOR consistently, from year to year—so far as our close-strung budgets have permitted—we have engaged in that type of discovery and interpretation through which we have believed The Survey might make its distinctive contribution—its fact-finding etched deeper than that of the general periodical, its reach outranging serious books and reports.

The most original embodiments of this formula, of course, have been our special numbers, like those on Coal, Giant Power, Harlem, Mexico, in which we have linked first-hand inquiry and an open forum with the graphic arts. The most daring embodiment was perhaps our Hearts number of three years ago. In that we outraged journalistic tradition by building an issue around a disease; but the tangible results, in breaking the crusts in men's minds and setting things going that meant easement and succor and hope for the many, justified we felt the whole year's outlay.

MILLIONS of dollars go into direct philanthropic endeavor. Hundreds of thousands into research. Tens of thousands into publicity. What we have had to offer has been by comparison the works of hand of their poor relations: the interpreters.

It is not every one who sees the significance of such work. It takes a bit of unconventionality in thinking—a gleam of imagination—to envisage a periodical rather than a college campus as the stage of a modern experiment in education.

Without the men and women who caught that gleam, who backed it with labor and money and tolerance of each other's views, Survey Associates would never have been fashioned. Without them it would never have escaped its mishaps, made good its very human mistakes, gathered its strength and offered its tale of work from year to year. It is theirs—yours—a pliant implement at the service of these and coming times.

PAUL U. KELLOGG

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DECEMBER 1926

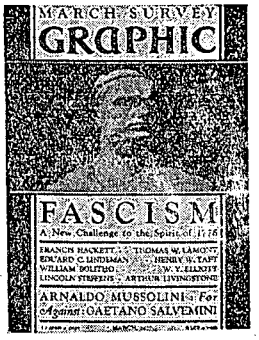
Woman's Place

a double special number
edited by
MARY ROSS

Contributions by

Eleanor R. Wembridge; Frankwood E. Williams, M.D.; Stuart Chase; Jane Sheppard Holbin; Beulah Amidon; Ernest W. Burgess; Chase Going Woodhouse; Beatrice M. Hinkle, M.D.; William F. Green; Agnes L. Peterson; Paul H. Douglas; Alice Beal Parsons; Ernest W. Mowrer; Mrs. Abel J. Gregg; Zona Gale; Ira S. Wile, M.D.; Katharine S. Angell; Eunice Fuller Barnard; Martha Bensley Bruère; Robert Hallowell; William Siegel; Helen Glenn Tyson; Margaret Schloemann; Leon Whipple

MARCH 1927


MARCH SURVEY
GRAPHIC
FASCISM
A New Challenge to the Spirit of 1776
FRANCIS HACKETT · THOMAS W. LAMONT
EDUARD C. LINDEMAN · HENRY W. TAFT
WILLIAM BOLITHO · H. W. ELLIOTT
LINCOLN STEFFENS · ARTHUR LIVINGSTON
ARNALDO MUSSOLINI · For
Against GAETANO SALVEMINI

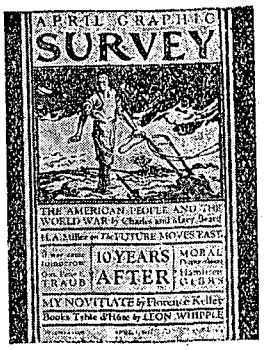
Fascism

a double special number
edited by
EDUARD C. LINDEMAN
Martha Anderson, assisting

Contributions by

Francis Hackett; Thomas W. Lamont; Henry W. Taft; William Bolitho; W. Y. Elliott; Lincoln Steffens; Arthur Livingston; Arnaldo Mussolini; Gaetano Salvemini; Alfredo Rocco; Oliviero Zuccarini, Edmondo Rossoni; Irene di Robilant; Giuseppe Prezzolini; Arnaldo Fratelli; Silvio d'Amico; Mario Labroca; Cipriano E. Oppo; Sanford Griffith; H. N. Brailsford; Bartoli; Lionello Ballestieri; James G. McDonald; Adolfo Wildt

APRIL 1927



Ten Years After

a semi-special number on the decennial of our entrance into the World War

Contributions by

Charles and Mary Beard; Herbert Adolphus Miller; Gen. Peter E. Traub; A. Hamilton Gibbs; H. Van Buren Magonigle; Joseph P. Chamberlain; Parker Thomas Moon; Charles Nagel; Oscar Cesare; Robert Aitkin; Eugene Savage

1926-7

ROSTER—1951 members, as against 1821 the year before.

THE GRAPHIC COVERS—Robert Hallowell's invention, and a ten-strike.

THE SPRING BOOK NUMBER—23 pages of advertising—our record to date. Hats off to Mrs. Anderson.

OUR WATER POWER DINNER—A get-together occasion last fall with "Al" Smith as the star speaker.

NEWSSTAND SALES—Trifling, as periodicals go; and only on selected stands; but double last year.

GRAPHIC RENEWALS—Last year $4,609; this year $6,543.20; gain roughly $2,000; our new readers are holding.

SPECIAL NUMBERS—Each in its own way gathering social, psychological and economic threads into the skein of a great human situation.

SUBSCRIPTION RECEIPTS—Joint (twice-a-month) $63,294—a gain of $1,485; Graphic monthly, $13,604—a gain of $1,894; combined $73,518—a gain of $3,380.

HORIZON LINES—James G. McDonald's keen monthly comment on foreign affairs; succeeded in the new year by Mr. Gavit's Through Neighbors' Doorways.

CABOT FUND—We are made stewards of $10,000 to follow up its work of research and interpretation which undermined the 12-hour day in the steel industry.

"GETTING BEHIND THE NEWSPAPER HEADLINES"—One example: the deep-seated socio-religious crisis in Mexico handled pro and con by Carleton Beals and Bishop Kelley.

THE REVOLUTION ON QUALITY STREET—Leon Whipple's keen and joyous diagnosis of how the monthly periodicals got that way, and what they show is happening to Americans.

THE COMPANY WE KEEP—During the past year the Survey has joined with Harper's and the Forum in subscription promotion schemes. This means getting above the salt!

NOTES OF SIXTY YEARS—Mrs. Florence Kelley's luminous reminiscences of women's part in American industrialism. Simply, delightfully written; edged with her fighting spirit.

SECRETARY OF SURVEY ASSOCIATES—the appointment as such of John Palmer Gavit, one of the founders of the Commons, widely experienced as journalist and publisher.

MIDMONTHLY DEPARTMENTS—Health, Industry, Social Practice, Communities, Education, Work Shop, Books—packed, jammed, running over with ideas and experience, the free gifts of thinkers and doers.

A "ONE MAN ISSUE"—Ralph Pearson's experiment in handling our entire September Graphic in one medium—open-line pen drawing, thus giving a unified decorative scheme and harmony between pictures and type.

EDUCATION—Two semi-special numbers edited by Miss Amidon—June and September—which presented with glamor and incisiveness, the most creative experiments afoot in American schools and colleges.

"CO-OPS"—267 new $10 cooperating members—a gain of 100 over the recruits of the year before: the result largely of extension work in New York, Pennsylvania, Missouri, Ohio, Michigan, Indiana, Massachusetts by Anne Rylance Smith.

PARENTS IN A CHANGING WORLD—the first of five titles by Dr. Miriam Van Waters, interpreting for mothers and fathers and teachers and grown-ups generally, the craftsmanship and wisdom crystallized in the juvenile court.

DOES PROHIBITION WORK?—Out of Dr. Emerson's challenge in the Survey came the settlement study and Mrs. Bruère's book; the first close-up presentation by American social workers of the human consequences of this, the most sweeping piece of social legislation ever attempted.

CHINA—Three articles in our May Graphic which not only gave the social matrix of the cables from the Orient, but evaluated the stake of America in missions and educational institutions and ideals. Postscript to our East by West number the year before.

PUBLISHING ACCOUNTS—The Midmonthly for the first time meets its publishing costs, barring circulation investment. Similarly, we drew on the Founders Fund for but $9,964 for Graphic maintenance, against $12,985 in 1925-6.

STAFF SET-UP—A year ago we announced staff changes and realignments. The new set-up has proved its mettle. Last year's income records have been fairly matched if not the rate of increase of one year over another. That will come in the seasoned team-play of the new year now ahead.

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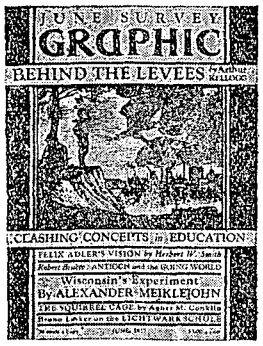
JUNE 1927



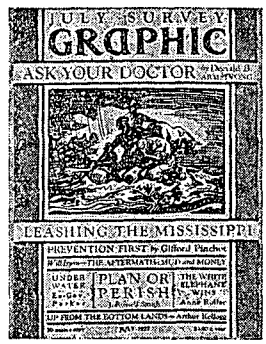
Clashing Concepts in Education

a semi-special number
edited by
BEULAH AMIDON

Contributions by

Herbert W. Smith; Robert W. Bruère; Alexander Meiklejohn; Joseph Hersche Coffin; Bruno Lasker; Agnes M. Conklin; J. J. Lankes; Shirley Norman; Martha Bensley Bruère; Florence Kelley

JULY 1927



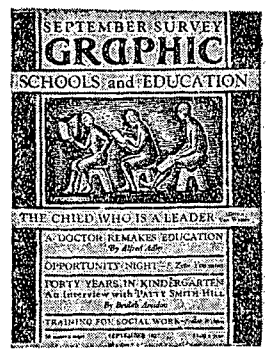
The Mississippi Flood

a semi-special number
edited by
ARTHUR KELLOGG

Contributions by

Will Irwin; John M. Parker; Gifford Pinchot; J. Russell Smith; Anne Roller; Oscar Cesare

SEPTEMBER 1927



Schools and Education

a semi-special number
edited by
BEULAH AMIDON
and illustrated throughout by Ralph M. Pearson

Contributions by

Miriam Van Waters; Alfred Adler, M.D.; Patty Smith Hill; F. Zeta Youmans; Beulah Weldon

THE MIND IN THE MACHINE—Mr. Bruère's staff articles which have captured the imagination of employers, managers, labor leaders, engineers, by the sheer freshness and originality with which he has approached the human equation in the day's work. Based on intimate research, the further prosecution of which the J. C. Penney Foundation has now made possible.

THE SOCIAL WORK SHOP—The first full year, this, of John Kenderdine's department, which gets down to tacks in workday problems of social service administration. Elwood Street's page for executives: Over My Desk. One contributor was so flooded with letters, he wrote that "to judge by my experience the Survey pulls like an old-fashioned porous plaster."

"MEASURING STICKS"—A growing interest in standards for evaluating social work—expressed and carried further by Dr. Haven Emerson's article, Statistical David, in The Survey of December 15, 1926, and followed up with discussion and experience innovators in human reckoning.

HARMON-SURVEY QUARTERLY AWARDS—Incentives to people on the job to tell of creative work in ways that will provoke others to action: beginning with Mrs. Breckinridge's story of the nurses on horseback which, she tells, won national recognition for the work in the Kentucky mountains.

THE YEAR'S SLATE—Out of a budget of well nigh $200,000, we cleared the year with balance of $292 in our General Fund; of $886 in the Graphic Founders Fund; this last nipping a good sized bite out of an overhanging deficit due to non-fulfillment of pledges made to earlier years.

WOMAN'S PLACE—The human pageantry and social pertinence of a statistical fact (namely, that one married woman in ten in the U.S.A. is gainfully employed); so treated in a special number that it provoked widespread comment and newsstand sales outstripped any issue The Survey ever published. Edited by Mary Ross.

NET PAID—For the first time last spring, at the height of the publishing season, the Survey's subscription cabinet, monthly and semi-monthly combined, carried 25,000 names. A level long struggled for, often on hands and knees.

LEASHING THE MISSISSIPPI—The flood was handled in a staff article from the field by Arthur Kellogg in June; followed by a sheaf of articles in July led off by J. Russell Smith, professor of economic geography at Columbia, who related the calamity of the bottomlands to the far flung need for water, forest and soil conservation. A number hailed in the South as one of the few understanding portrayals of the problems of relief, rehabilitation, prevention.

FASCISM—The social set-up and experience of an ancient people under the newest of despotisms; approached from the angle of its challenge to America. Eduard C. Lindeman, collaborating editor; Francis Hackett making a special trip to Italy from England for fresh appraisal of Mussolini and his works. The sixth of our annual racial numbers. In its combination of research, open discussion and graphic interpretation it exhibited in a highly controversial field what we mean by The Survey's formula. Its caliber made possible by special contributions.

FIELD WORK—With a staff of two full-time and two part-time representatives under Mollie Condon, The Survey has been among those present at conferences from New York to Los Angeles, Chicago to Houston. Our case put before hundreds of professional groups, such as social workers, nurses, home economists, teachers and students. One representative, for example, worked down the Atlantic to the Gulf coast, with Texas as goal; another the midwestern states out from Chicago. The year's tally of new joint subscriptions written by this field work was 4,321: receipts $17,454, roughly a thousand dollars over expenses.

SCORES—Six among the "10 leading articles of the month" chosen by a committee of librarians for the Franklin Square Agency, against 12 last year. But that luck was too good to hold. Our articles chosen:

October 1926—My Philadelphia—Florence Kelley
January 1927—32,000 R.P.M.—Robert W. Bruère
—Water Power and Its Social Uses—Alfred E. Smith
March 1927—Mussolini, Red and Black—Francis Hackett
May 1927—America's Stake in China—J. S. and S. F. Burgess
June 1927—Antioch and the Going World—Robert W. Bruère

BOOKS—which had their beginnings in Survey articles and which have been widely heralded by critics and readers the past year: Other People's Daughters, by Eleanor Rowland Wembridge; Parents on Probation, by Miriam Van Waters; Adventures on the Borderlands of Ethics, by Dr. Richard C. Cabot; Light From the North, Adult Education, Inside Experience, by Joseph K. Hart; The New Negro, edited by Alain Locke (second edition).

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Survey Associates, Inc.

112 East 19 Street, New York

a membership corporation, chartered November 4, 1912, without shares or stockholders, under the laws of the State of New York,

"to advance the cause of constructive philanthropy by the publication and circulation of books, pamphlets and periodicals, and by conducting any investigation useful or necessary for the preparation thereof."

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1912-1927

TO say that Survey Associates is or are where we hoped to be at the end of fifteen years would be buncombe. But to say that we haven't reached ground which seemed wholly beyond the possibilities at various stages of that process, would be blasphemy. Blasphemy against those changeable providences that watch over publications, and over educational institutions, and over cooperative enterprises.

Being of these mixed strains, we have been susceptible to the juvenile ailments of all three. And our young years have been cast in parlous times. We knew at the outset that the economics of the publishing world were against us: that we had neither that sizable general circulation nor that trade audience which would bring in the advertising revenue that is counted on to make up the difference between what a subscriber pays for his magazines and what they cost. It was part of our job to get a hearing for those very things which the general periodicals found lacking in appeal, and to engage in types of journalistic research and interpretation that could not be expected to justify themselves in dollars and cents however sound they might be educationally. We knew that we had neither capital stock nor endowment to lean on, and that as a mutual enterprise we would traverse fields where blew winds of controversy, each with its wake of upset feelings, like tumble-weeds. But we could not guess that before the end of our first five years all the world would be at war, with resulting cleavages and engrossments and with an aftermath of collapsed dollars and deflated social enthusiasms.

Three Five-Year Periods

1912-17 —On February 29, 1912, over 500 readers of The Survey had joined in what we called a "leap-year leap." They volunteered to get new readers, and when Survey Associates was launched that fall we had 20,000 names on our subscription list. But for a weekly, even at pre-war prices, the rate these subscribers were paying was utterly unsound; and as a step in our new self-dependence, we lifted it the following year. That was the first of three changes, from $2 to $3, $3 to $4, $4 to $5, in a period of ten years, in which we tried to outflank mounting publishing costs, each time going through the excruciating process of recovering lost ground. That second year (1913-4), in spite of a touch of hard times, we increased publishing receipts by $10,000; but, with the outbreak of the War at its close, we were not able to hold that gain during the three years succeeding. What we had accomplished by the time the United States entered the conflict in 1917, was to build up our organic strength as a mutual undertaking so that the reduction by one-third in the annual grants of the Russell Sage Foundation (which had been the back-log of the financing of The Survey since 1907-8) was made good by individual memberships and contributions.

These had numbered 88 in 1905-6, when the New York Charity Organization Society appointed a National Publication Committee, and Charities, The Commons and Jewish Charity were united under Mr. Devine's editorship. In the succeeding six years they had mounted to 747 (1911-12), and in these first five years of Survey Associates to 1145 (1916-17).

1917-22 —Our cooperative undertaking had then in its first five-year period developed sufficient toughness to withstand the stress of war time; but the question confronting us sharply at the War's close was: Had we sufficient internal strength to recast our budget in terms of the new money values? Sufficient plasticity of imagination to reshape our working scheme to meet the challenge of a new epoch? And to do these things in the midst of wracking circumstances? We touched bottom in 1917-18; our membership had shrunk, our circulation dwindled, our staff was a shred, our issues cut to skin and bones. It was either go forward or go under. In 1918-19 we proved our mettle as a mutual by mustering 400 new members, by raising a construction fund to rehabilitate staff and issues, by lifting our subscription price and holding our readers at the new rate. With this showing, we turned to the Sage Foundation, whose annual grants of $20,000 not only had been reduced one-third in amount, but two-thirds measured in what they would buy. Rather than continue thus, we asked them to give us a genuine shove and then withdraw; tapering the enhanced grant off over a three-year period in the expectation that thereafter we could stand on our own feet. They responded by giving us $30,000 in 1919-20 (roughly the equivalent in purchasing power of the pre-war grants) and $22,500 in 1920-21. In those two years paper prices zooned to three times their pre-war level. Those two final grants salvaged The Survey during a period when not a few publications went to the wall, but our plan for employing them to give us new momentum was sadly stalled. Nonetheless (a final raise in subscription rate in 1920-21 helping) we had in three years of recovery, brought commercial receipts up by $20,000. That was as much as our pre-war grants; but not velvet of the same nap, as subscriptions must be filled as well as written.

It will be remembered that a general financial depression trod swiftly on the heels of inflation; and again we had to gather fresh strength within ourselves or go under.

During the early post-war period, through the generous gifts of Mrs. Leach, we had published a series of reconstruction numbers that had struck twelve. We made them the keystone of our planning. Under the chairmanship of Henry R. Seager, and the secretaryship of Ann Reed Brenner, we set about raising our Founders Fund ($50,000 a year for four years, over and above the $50,000 a year of our general contributions). We built it around a 4-year pledge of $10,000 a year made by a member of the board, the late Helen Sherman Pratt. With this Founders Fund we launched the Survey Graphic as an illustrated monthly at $3, which would appeal to new and wider audiences. And we telescoped our weekly issues into our present Midmonthly, with its service to those close in on works for the common welfare; distributing both numbers each month to regular $5 subscribers to The Survey.

These swift developments we could set down in our report for 1921-22, the tenth of Survey Associates. In our second five-year period, we had wallowed through the crests of high prices and troughs of deflation and discontinued grants; but had added 600 names to our membership roster, doubled our contributed funds (so that in purchasing power they more than matched those of pre-war years) and increased our commercial receipts by upwards of fifty per cent.

1922-27 —Our last five year period has been less hectic, though the process of mutual pullings at bootstraps is never an easy one. We have had to forage as a publication and at the same time carry on our educational scoutings on the frontiers of modern life. The Graphic was an experi-

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ment, launched perforce before we had the money more than partly in hand, and in one of the most adverse years in the magazine world. It was not until its fourth year, 1924-25, that it demonstrated its right to existence as a circulation getter as a monthly periodical; and justified a second four-year term, with our Founders Fund to be cut in half in the course of it. Under Judge Mack's chairmanship, we have continued to raise well toward $100,000 a year in contributed funds (double our pre-war ration, including grants). While this level of contributions has been maintained, our publishing revenue has overtaken and over-topped them, and is today more than double the figure of ten years ago.

Underpinnings

THERE have been certain homely tests by which through the fifteen years we have gauged our progress in setting up a durable structure for Survey Associates.

We have solicited large contributions as scaffolding while we are laying foundations as a mutual institution. What have we to show in mustered strength—not only in numbers (1950 for 1927-28), but in that ripening of conviction which leads a member to super-tax himself?

Take the growth of our membership classes—$10, $25, $50 and $100 annual contributors, as they have stood at the close of each five-year period:

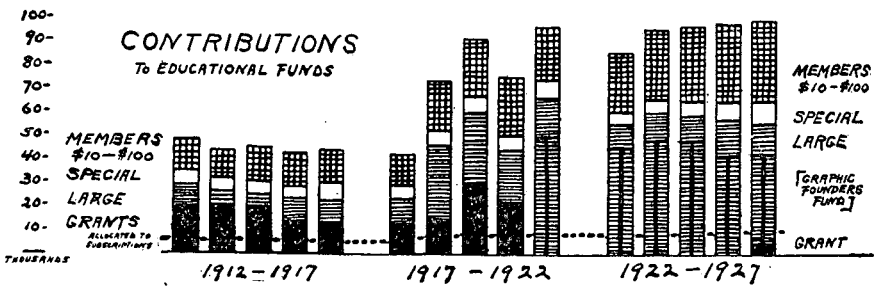
Years:	1st	5th	10th	15th
Class		NUMBER		
$10	915	874	1,158	1,342
25	28	34	262	314
50	14	18	49	94
100	29	25	65	78
	986	951	1,534	1,828
		CONTRIBUTIONS		
$10	$9,150	$8,750	$11,580	$13,420
25	800	850	6,550	7,850
50	700	900	2,450	4,700
100	2,900	2,500	6,500	7,800
	$13,550	$13,000	$27,080	$33,770

But underneath this membership foundation, which has all but doubled in numbers, all but rebled in effective support because of gains in the higher brackets, lies our largest base of all—our regular subscriptions. Here the dates used are not those of our five-year periods, but of years that will show our hazardous outflanking of changes in a periodical's cost of living:

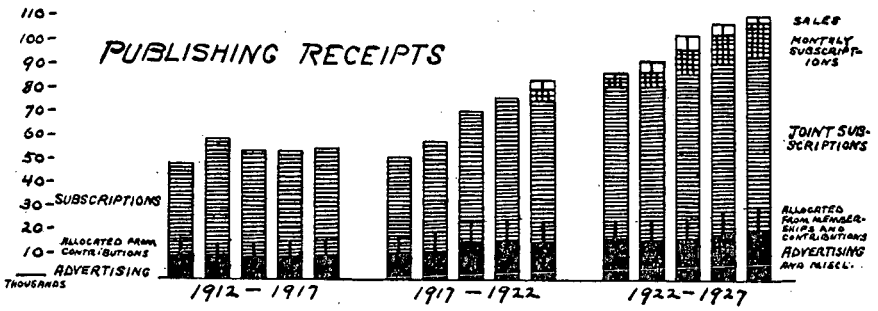
SUBSCRIPTION RECEIPTS: 1912-27

Rate	Year	Number	Receipts
$2	1912-13	20,292	$34,565
3	1913-14	17,817	44,503
4	1918-19	14,446	39,738
5	1920-21	13,499	51,796
5 & 3	1926-27	23,627	76,898

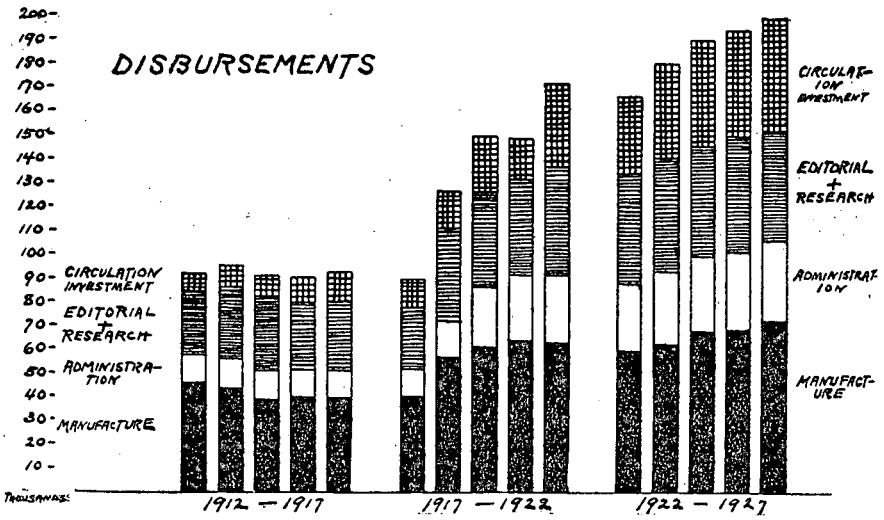
A Graphic Story of Survey Associates In three 5-year periods



Without large contributions (the striped sections) and grants as scaffolding, we could not have built as we have; nor surmounted the hazardous middle period from 1917 to 1922. But it is our spreading membership classes, annual contributors of $10, $25, $50 or $100, that are our durable and democratic foundation as a cooperative undertaking. They are shown by the cross hatchings and today their support exceeds the largest of our grants in the early years (black), and nearly matches the Founders Fund of Survey Graphic (marked by the bar).



Our largest base of all (the striped section of these smoke-stacks) are our regular subscriptions to the Survey—weekly in the earlier years, twice-a-month since 1921-2. That year Survey Graphic was launched, reinforcing our joint subscription growth, and throwing up the plume of cross-hatchings which stand for monthly subscriptions and sales.



Here (in the black) will be seen how by telescoping our weekly into a semi-monthly and lifting our subscription price we have struck a balance with rising paper, printing and other (white) costs; at the same time that our circulation has grown and our new format and issue schedule have proved their mettle. The cross-hatchings at the top here, also, stand for growth—for heavier circulation investment and faith in the future of our publications. Five years from now we hope the striped section will register a like increase in resources available for journalistic research and interpretation.

At the height of our last publishing season, we had 25,000 names in our subscription cabinet, exclusive of quantity sales and newsstand distribution—17,930 joint subscriptions and 7,089 monthly. Our work in promoting Survey Graphic as a monthly is still as precarious as it is promising; but the steady extension of our joint twice-a-month subscriptions is on exceptionally solid footing: $23,060 invested last year; $25,683 taken in.

Both sets of figures show stubborn growth, but they do not show us how far we are along in our program of bringing publishing receipts to the point where they meet conventional maintenance costs, freeing our contributed funds for an educational plus of staff activities and for growth. That program, in its present incarnation, began with the launching of the Graphic six years ago. In round numbers our publishing revenue has risen in that time from $77,600 to $110,700—a gain of $33,100.

We considered the Mid-Monthly in a special sense the heir of our old weekly, and only by degrees was a full half of joint subscription receipts credited to the Graphic. At the end of six years, the Graphic's publishing receipts have mounted to $66,500. Leaving out circulation investment, they meet all but $10,000 of the expenses listed in our Graphic Publishing Account. Six years ago this deficit in Graphic maintenance was $30,000 and by the end of the next two years we hope to eliminate it entirely. Meanwhile, although our Graphic Founders Fund has been scaled down from $50,000 to $37,204

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in the last two years, the improved situation noted freed $25,000 of it last year for investment in joint and monthly promotion, and a grant from the Twentieth Century Fund added $5,000 for the latter purpose.

In the same period a deficit on Midmonthly maintenance has been cut out entirely, and our Midmonthly Publishing Account draws on our General Fund solely toward its half of the money invested in joint circulation promotion.

Where Contributions Go

OF the $99,000 contributed last year to Survey Associates (matched dollar for dollar by straight commercial receipts) one-tenth was allocated to publishing revenue to cover the cost of subscriptions of members and contributors. Another tenth was absorbed by our dwindling Graphic maintenance charges.

Of the remainder, roughly $80,000, more than one-half was invested in promoting circulation—and we count that every new reader adds a notch to our educational reach. The lesser half was spent on those activities which we group in our Association Account:—$8,000 in administration as part of our general engineering; $12,000 in our finance and membership department; $15,500 on those departmental "desks" and staff activities which, as we say, are what turn The Survey from a scrap-book of goodwill into a social force.

They are part of its cost—but of The Survey conceived not as an ordinary periodical but as an educational institution. They should, we feel, be compared with those of other educational and research bodies. The Survey spreads the results not only of our own staff inquiries, but of the hundreds of agencies we tap, before 25,000 key people the country over—before 35,000 and 40,000 in some of our special numbers. We feel that this work of interpretation, reaching from five to ten times the audiences reached by the general run of serious books and reports, is carried on at a cost that is comparatively slight. We feel that its demonstrable results would warrant treble the outlay, once our publishing receipts release more of our contributed funds for the purpose, or should new contributors help us take advantage now of the opportunity before us.

Harmon-Survey Annual Awards

During 1926-27, Survey Associates administered two annual awards for the Harmon Foundation: the experiment was successful and these awards will hereafter be handled directly by the Foundation.

I. For the creation, introduction, or development, of a distinctive contribution to the social, civic or industrial welfare during 1926. $1,000 and medal to Ethel Richardson, Los Angeles, Calif. For her work in adult education.

II. To the author of the article in any American periodical which makes the most distinctive contribution of the year 1926 to the social or industrial welfare. $500 and medal to Prof. William Z. Ripley, Cambridge, Massachusetts. From Main Street to Wall Street; Atlantic Monthly.

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Frieda Ancess

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Anne Rylance Smith, Assistant Secretary
Mary Katz, Registrar

FINANCIAL STATEMENT

For the Fiscal Year: October 1, 1926—September 30, 1927

The Gist of It

Net Contributions to Educational Funds (below)	$ 89,262.00
Commercial Receipts (page opposite)	110,725.62
Total Revenue for Year	$199,987.62
Total Disbursements for Year (opposite)	198,809.53
Surplus for Year*	$ 1,178.09

* Divided as below:—General Fund $292.08; Graphic Founders Fund $886.01

The certificate of audit of a highly responsible firm of accountants is back of the figures given on these pages covering our last fiscal year. What the figures stand for, we have put in everyday English in line with the practice creeping into the financial statements of trust companies and other institutions addressed to the lay public.

CERTIFICATE OF AUDIT

We have audited the accounts of Survey Associates, Inc., for the year ended September 30, 1927, and certify that the foregoing statements are correct.

October 25, 1927. (Signed) HASKINS & SELLS.

EDUCATIONAL FUNDS

Summary of Contributions 1926-7

GENERAL			
Membership Classes			
$10 Cooperating Members	$13,420.00		
25 Sustaining "	7,850.00		
50 Contributing "	4,700.00		
100 Contributing "	7,800.00		
From these four classes		$33,770.00	
Large and Unclassified		13,153.00	
Total Contributions to General Fund		$46,923.00	
SPECIAL			
Industry	$4,025.00		
Foreign Service	2,575.00		
Health	1,665.00		
Social Practice	1,370.00		
Education	250.00		
Total Contributions to Special Funds		9,885.00	
General and Special Combined			$56,808.00
GRAPHIC			
Founders Fund	$37,204.00		
Twentieth Century Grant	5,000.00		
Total Contributions to Graphic Fund			42,204.00
Total Contributions—General, Special and Graphic			$99,012.00
Less allocations* to publishing revenue			9,750.00
Net Contributions to Educational Funds			$89,262.00

STATUS OF EDUCATIONAL FUNDS

General Fund

BALANCE, October 1, 1926			$599.52
CONTRIBUTIONS received 1926-7 (as above)	$46,923.00		
Less allocations to Subscription Receipts*	9,290.00	$37,633.00	
We made APPROPRIATIONS 1926-7 from this fund			
To our Association Account	$26,362.08		
To our Midmonthly Account	10,978.86	37,340.92	
Leaving a SURPLUS for the 12 months			292.08
Less certain pledges carried as accounts receivable Sept. 30, 1926, but thereafter unfulfilled			$891.60 120.00
BALANCE, General Fund, October 1, 1927			$571.60

Special Funds

CONTRIBUTIONS, 1926-27 (as above)	$9,885.00		
Less allocations to Subscription Receipts*	355.00	$9,530.00	
We made APPROPRIATIONS 1926-7 from these special funds to our Association Account for the Editorial Research Departments designated		9,530.00	

Charles M. Cabot Fund

GRANT, November 1926 from Charles M. Cabot Trust	$10,000.00		
Accrued Interest	362.99		
TOTAL, October 1, 1927			10,362.99

Graphic Founders Fund

DEFICIT, October 1, 1926			($3,377.62)
CONTRIBUTIONS, 1926-7 (as above)	$37,204.00		
Grant (as above)	5,000.00		
	$42,204.00		
Less allocations to Subscription Receipts*	105.00	$42,099 00	
We made APPROPRIATIONS 1926-7 from this fund to our Graphic Publishing Account		41,212.99	
Leaving a SURPLUS for the 12 months			886.01
Less pledges carried as accounts receivable Sept. 30, 1926, but thereafter unfulfilled			($2,491.61) (250 00)
DEFICIT, Graphic Founders Fund, October 1, 1927			($2,741.61)

* Memberships and contributions include a regular subscription to The Survey; and $5 is allocated from each to our joint subscription receipts.

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THE YEAR'S OPERATIONS, 1926-7

(In Three Main Accounts)

Our Working Scheme

OPERATING ACCOUNTS

I. ASSOCIATION ACCOUNT: embracing the general engineering of our adventure on the borderland of research and journalism; our Membership Department which raises contributions to our Educational Funds; and the special "desks" which serve both publications and make possible non-commercial standards of editorial digest and inquiry.

II. MIDMONTHLY ACCOUNT.

III. GRAPHIC ACCOUNT: our publishing accounts; each unit set off so that it can be looked at by itself. The Survey is brought out twice-a-month, a joint $5 subscription covering both Midmonthly and Graphic numbers. The Graphic numbers are also distributed separately as an illustrated monthly, at $3, under the designation Survey Graphic.

These three balanced accounts are charged with their appropriate disbursements; credited with their shares of commercial receipts; and to them, in projecting and clearing the year's work, we make appropriations from the contributions made to our Educational Funds. (See opposite.)

EDUCATIONAL FUNDS

GENERAL—(including annual membership classes), built up from year to year by contributions to the general purposes of Survey Associates; applicable to all accounts and undergirding all operations.

SPECIAL—contributions to the special departments or "desks" which enable us to carry on work of a calibre over and above that made possible by publishing receipts.

CHARLES M. CABOT FUND—a restricted fund entrusted to Survey Associates to administer in the industrial field.

GRAPHIC FOUNDERS FUND—contributions made to the development of Survey Graphic as a carrier of intelligence: now in its second four year term.

Summary of Operating Accounts

	Association Account	Midmonthly Account	Graphic Account	Combined
Appropriations				
From General Fund to....	$26,362.06	$10,978.86		$37,340.92
From Special Funds to...	9,530.00			9,530.00
From Graphic Fund to....			$41,212.99	41,212.99
Total Appropriations.....	$35,892.06	$10,978.86	$41,212.99	$88,083.91
Commercial Receipts	3,688 69	40,590.44	66,446.49	110,725.62
Total Revenue	$39,580.75	$51,569.30	$107,659.48	$198,809.53
Total Disbursements	39,580.75	51,569.30	107,659.48	198,809.53

1. ASSOCIATION ACCOUNT

Revenue

We credited this account:		
With profits from the sale of books and reprints.....	$1,752.49	
With royalties	281.54	
With discounts earned by prompt payments.....	1,654.66	$3,688.69
We applied contributions made to Special Funds toward the support of Editorial Research Departments.....	$9,530.00	
We drew on our General Fund to balance the account.....	26,362.06	35,892.06
This latter appropriation may be conceived as applied		
To the remaining costs of these "desks".....	$5,982.23	
To expenses of Membership Department.....	12,086.86	
To general maintenance	8,292 97	
	$26,362.06	
Total revenue, Association Account.....		$39,580.75

Disbursements

We charged against this account:		
One-third of administration (rent, bookkeeping, insurance, equipment and upkeep, interest on bank loans, and executive salaries)		$8,240.49
The expenses of our Membership Department.....		12,086.86
One-third of our editorial overhead.....	$3,741.17	
The cost of our Editorial Research Departments and the work of inquiry, digest and interpretation attached to them:		
Industry	$3,887.56	
Health	3,298.51	
Communities	1,173 75	
Social Practice	2,378.07	
Education	2,199.34	
Foreign Service	2,575.00	15,512.23 19,253.40
Total disbursements, Association Account.....		$39,580.75

The Two Publishing Accounts

II. MIDMONTHLY ACCOUNT

Revenue

We credited the Midmonthly:		
With one-half the receipts from regular joint twice-a-month subscriptions:		
New subscriptions $25,683.14		
Renewal subscriptions 37,610.91		
½ of..... $63,294.05	$31,647.02	
With one-half the $5 allocated to cover the regular subscription of each member and contributor (½ of $9750)	4,875.00	
With sales of single copies, bundles, etc.....	698.30	
Thus the Midmonthly circulation receipts amounted to.....		$37,220.32
Advertising carried in the Midmonthly brought in.....		3,370.12
Bringing its total publishing receipts to.....		$40,590.44
We drew on our General Fund to balance the account.....		10,978.86
This appropriation may be conceived as applied solely to the Midmonthly's share in promoting new twice-a-month subscriptions (See below)		
Total revenue, Midmonthly Account.....		$51,569.30

Disbursements

We charged against the Midmonthly publishing account:		
One-third of administration		$ 8,240.49
One-third of our editorial overhead	$3,741.17	
Direct editorial outlay for the Midmonthly (manuscripts are gifts), and one-half the maintenance of the managing editor's office	5,969.35	9,710.52
The cost of paper, type-setting, press work, binding, wrapping, addressing and mailing that went into manufacturing and distributing the Midmonthly unit.....		15,909.21
One-half the routine cost of handling and billing twice-a-month subscriptions		3,297.54
The cost of soliciting and printing the advertising carried		2,881.33
And one-half our investment in circularization and field work to promote extension of twice-a-month subscriptions		11,530.21
Total disbursements, Midmonthly Account		$51,569.30

III. GRAPHIC ACCOUNT

Revenue

We credited the Graphic:		
With one-half the receipts from regular twice-a-month subscriptions, as in the case of the Midmonthly.....	$31,647.02	
With receipts from monthly subscriptions to SURVEY GRAPHIC:		
New $7,061.03		
Renewal 6,543.20	13,604.23	
With one-half the allocations from memberships and contributions	4,875.00	
With SURVEY GRAPHIC newsstand sales..... $1,454 23		
With quantity sales and bundles..... 1,868.95	3,323.18	
Thus circulation receipts for the Graphic amounted to....		$53,449.44
Advertising carried in the Graphic brought in		12,997.05
Bringing its total publishing receipts to.....		$66,446.49
We drew on the Graphic Fund to balance the account.....		41,212.99
This appropriation may be conceived as applied		
To investment in new circulation..... $31,248 16		
To maintenance 9,964.83		
$41,212.99		
Total revenue, Graphic Account		$107,659.48

Disbursements

We charged against the Graphic publishing account:		
One-third administration		$ 8,240.50
One-third of editorial overhead	$.3,741.17	
Direct editorial outlay for the Graphic, including manuscripts, illustrations and one-half the maintenance of the managing editor's office.....	12,391.12	16,132.29
Manufacturing and distributing costs of the Graphic unit..		30,273.09
One-half the routine cost of handling and billing twice-a-month subscriptions; full routine of monthly subscriptions		6,580.13
The cost of soliciting and printing advertising carried.....		11,598.46
The expense of copies marketed or wasted on newsstands....	$ 1,818.59	
Cost of copies and expense in handling sales.....	1,768.26	3,586.85
Investment in new circulation:		
In promoting twice-a-month subscriptions (one-half).....	$11,530.22	
In promoting Graphic Monthly subscriptions.....	19,717.94	31,248.16
Total disbursements, Graphic Account.....		$107,659.48

Recapitulation of Publishing Accounts

	Midmonthly	Graphic	Combined
Joint twice-a-month subscriptions	$31,647.02	$31,647 03	$63,294 05
Monthly subscriptions		13,604.23	13,604.23
Allocations from memberships and contributions..	4,875.00	4,875 00	9,750 00
Bulk sales	698.30	1,454.23	2,152.53
Newsstands		1,868.95	1,868.95
Total Circulation Receipts	$37,220.32	$53,449.44	$90,669.76
Advertising	3,370.12	12,997.05	16,367.17
Total Publishing Receipts	$40,590.44	$66,446.49	$107,036.93
Appropriations from Educational Funds:			
Applied to maintenance		9,964.83	9,964.83
Applied to circulation investment.....	10,978.86	31,248.16	42,227.02
Total Revenue	$51,569.30	$107,659.48	$159,228.78
Total Disbursements	51,569.30	107,659.48	159,228.78

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ACKNOWLEDGMENT OF CONTRIBUTIONS

Made to the Educational Funds of Survey Associates for the Fiscal Year 1926-27

Graphic Founders Fund

Leach, Mrs. Henry G.	$4,000	°*Lewisohn, Adolph & Sam A.	750
Pratt, George D.	3,500	Harmon, William E.	704
*Rosenwald, Julius	3,500	*Warburg, Paul M.	600
°Fels, Samuel S.	3,000	*Chamberlain, Miss Ellen S.	500
°*Elmhirst, Mrs. Leonard K.	2,000	Cochran, William F.	500
°*Macy, V. Everit	2,000	°*de Forest, Robert W.	500
Bamberger, Louis	1,000	*Eastman, Mr. & Mrs. Lucius R.	500
°Bing, Alexander M.	1,000	Goldman, Henry	500
Blaine, Mrs. Emmons	1,000	Ittleson, Henry	500
Chadbourne, Thomas L.	1,000	Keith Fund	500
Elkins, William M.	1,000	°*Lamont, Mr. & Mrs. T. W.	500
Haynes, Dr. John R.	1,000	Lasker, Miss Loula D.	500
McCready, Mrs. Caroline P.	1,000	*Swift, Harold H.	500
Morrow, Dwight W.	1,000	Seager, Henry R.	400
Sachs, Arthur	1,000	*Rhoads, Mrs. Charles J.	250
*Warburg, Felix M.	1,000	Rosenberg, Max L.	250
Winter, Benjamin	1,000	Sibley, Miss Florence	250

Grant: Twentieth Century Fund, Boston..... 5,000

Special Funds

Industry Fund

†Bing, Alexander M.	$500	Robins, Mrs. Raymond	100
†Fels, Samuel S.	500	°Scattergood, Miss Margaret	100
†*Macy, V Everit	500	*Schwarzenbach, Robert J. F.	100
Brandeis, Justice & Mrs. Louis D.	300	Anonymous	50
Cutting, R. Fulton	250	Farnam, Henry W.	50
Filene, A. Lincoln	250	°*Jones, Miss Myrta L.	50
Ittleson, Mrs Henry	250	Weyl, Mrs. Walter E.	50
†*Lewisohn, Sam A.	250	Abbott, Henry H.	25
Nash Co., Inc. A. (Cincinnati)	250	Anderson, F. V. (In Memoriam)	10
Draper, Ernest G.	100	Beard, Charles A.	10
Evans, Mrs. Glendower	100	Cooke, Morris Llewellyn	10
Huyck, Edmund N.	100	Crunden, Frank P.	10
Mallery, Otto T.	100	Prendergast, William A.	10

Foreign Service Fund

*†Elmhirst, Mrs. Leonard K.	$500	°Scattergood, Miss Margaret	100
*†Lamont, Mr. & Mrs. T. W.	500	Schiff, Mrs. Jacob H.	100
Scattergood, Mrs. Thomas	200	Anonymous	75
*Austin, Chellis	100	*Burlingham, C. C.	50
*Chamberlain, Joseph P.	100	Scattergood, J. Henry	50
*Cravath, Paul D.	100	Leeds, Morris E.	25
Dodge, Mrs. Cleveland H.	100	Thomas, Arthur H.	25
Forbes, Mrs. J. Malcolm	100	Evans, Mr. & Mrs. Harold	10
Gamble, Mrs. D. B.	100	Maier, Paul D. I.	10
James, Mrs. Henry	100	Rhoads, Charles J.	10
Oilesheimer, Mrs. Henry (In Memoriam)	100	Rhoads, George A.	10
Preston, Miss Evelyn	100	*Thompson, Mrs. Lewis	10

Social Practice Fund

*†de Forest, Robert W.	$1,000	Children's Bureau, Phila.	25
Post, James H.	250	Seybert Institution, Phila.	25
Charity Organ. Soc., Buffalo.	25	Family Service Soc., New Orleans	10
Children's Aid Society of Pa.	25	Jewish Social Service, New York	10

Health Fund

Thomas Thompson Trust	$500	Committee for the Care of Jewish Tuberculous	25
Forbes, Mrs. William H.	200	Forbes, Henry S.	25
*Lee, Joseph	150	°*Jones, Miss Myrta L.	25
Forbes, Dr. Alexander	100	Sheiden, Mrs. Henry	25
Moors, John F	100	*Sullivan, Miss Selma	25
Wald, Miss Lillian D.	100	Bernheim, Dr. Alice R.	10
Naumburg, Mrs. Walter W.	75	Haskell, Mrs. John A.	10
Mason, Miss Fanny P.	50	Jones, Mrs. Robert McK.	10
Milliken, Mrs. Seth M.	50	Maternity Center Association	10
*Potter, Miss Blanche	50	Sheuerman, Mrs. J. L.	10
State Charities Aid Association, New York	50	Thwing, Mrs. C. F.	10
*Wile, Dr. Ira S.	50		

Education Fund

Loeb, Jacob M..... $100 Michael, Mrs. Elias.... 100 Eddy, L. J.... 50

Unclassified

Asher, L. E.	$75	King, Mrs. Clarence	15
Lattimer, Gardner	75	Liveright, Mrs. Alice F.	15
Seabrook, Mrs. H. H.	75	Loomis, N. H.	15
Rothermel, John J.	37.50	Minster, Mrs. L.	15
Johnson, Mrs. Edward J.	30	Porter, Rev. L. C.	15
Holden, Arthur C.	20	Purdy, Lawson	15
Nagle, Mrs. Ellen R.	20	Townsend, Miss Harriet	15
Alger, Mrs. George W.	15	*Barus, Mr & Mrs. Maxwell	10
Baldwin, Miss Rachel	15	*Bedal, Dr. Adelheid C.	10
Becker, James H.	15	*Castle, Miss H. E. A.	10
Brewer, Mr. & Mrs. Joseph	15	*Childs, R. S.	10
Bunce, Alexander	15	*Cochran, Miss Fanny T.	10
Davis, Rev. Carroll M.	15	*Condon, Miss Mary J. R.	10
Dodge, Percival	15	*Frazier, Dr. Charles M.	10
Donaldson, Mrs. Henry H.	15	*Gavisk, Rev. Francis H.	10
Ely, Miss Elizabeth B.	15	*Jewett, Miss Alice Natalie	10
Franklin, Miss Mary	15	*Meagher, Miss Agnes	10
Gilmore, Miss Marcia	15	*Sage, Dean	10
Harper, J. C.	15	*Teller, Mr. & Mrs. Sidney A.	10
Hillard, Miss Mary R.	15	*Trailer, Charles H.	10
Holt, Mrs. L. E.	15	Less than $10	55.50

General Fund

Large Contributions

°Chamberlain, Joseph P.	$1,000	Edward and Mrs. Rosensohn	500
†°de Forest, Robert W.	1,000	†°Macy, V Everit	500
†°Elmhirst, Mrs. Leonard K.	1,000	Vogelstein, Ludwig	500
Fuld, Felix	1,000	†Warburg, Felix M.	500
Lehman, Col. Herbert H.	1,000	Anonymous	400
†Rosenwald, Julius	1,000	Woodward, Dr. George	400
Burnham, Miss Mary A.	500	Epstein, Max	250
Cabot, Dr. Richard C.	500	Greenfield, Mr. & Mrs. Albert M.	250
†°Lamont, Mr. & Mrs. Thomas W.	500	La Monte, George M.	250
†Eastman, Mr. & Mrs. Lucius R.	500	°Lee, Joseph	250
Lasker, Miss Florina and Mr.		Volker, William	250
		Eckstein, Louis	200

Membership Classes

$100 Contributing Members

Abrons, Louis W.
Andrews, Mrs. W. H.
Ansbacher, David A.
°Austin, Chellis
Baldwin, William D.
Barbey, Henry G.
Blumenthal, George
Bowen, Mrs. Joseph T.
Brown, David A.
°Burlingham, C. C.
*Bush, W. T.
Castle, Mrs. George P.
Colvin, Miss Catharine
Converse, Miss Mary E.
Cook, Alfred A.
°Cravath, Paul D.
Curtis, Miss Frances G.
Cushing, Miss Frances G.
Cushing, O. K.
Davis, J. Lionberger
Dohrmann, A. B. C.
du Pont, Mrs. Coleman
Eidlitz, Otto M.
*Erdmann, Mr. & Mrs. Albert J.
Flexner, Bernard
Ford, Mrs. Bruce
Goff, Frederick H. (In Memoriam)
Hazard, Miss Caroline
Hooker, Elon Huntington
Ingersoll, Mrs. Raymond V.
Jackson, Miss Mary Louisa
Kahn, Otto H.
Kellogg, Paul U.
Leffingwell, Russell
Lehman, Judge & Mrs. Irving
Levy, Mrs. David
Lewis, Mrs. Theodore J.
Lewisohn, Miss Alice
Lewisohn, Miss Irene
°†Lewisohn, Sam A.
McGregor, Tracy W.
McMurtrie, Miss Ellen
*McRae, Milton A.
Mack, Judge Julian W.
Mack, Mrs. Julian W.
Mason, Miss Ida M.
May, Mr. & Mrs. Herbert L.
May, Mr. & Mrs. Walter A.
Meyer, Alfred C.
Morley, Frederick H. (In Memoriam)
Morss, Mrs. Everett
Newborg, Moses
Omwake, John
Paddock, Bishop & Mrs. Robert L.
Peabody, Rev. Endicott
Pick, George
Pope, Mrs. Willard
†Rhoads, Mrs. Charles J.
Rosenthal, Lessing
Rosenwald, Lessing
Rounds, R. S.
Sapiro, Aaron L.
Schroeder, Hyman
Scripps, Miss E. B.
Selling, Ben
Shaffner, Charles
Sherwin, Miss Belle
Simon, Robert E.
Stern, Mr. & Mrs. Alfred K.
†Swift, Harold H.
Thum, William
Torsch, E. L.
Upson, Mrs. H. S.
Waldheim, Aaron
†Warburg, Paul M.
Weeks, Rufus W.
Wilkie, John L.
Winkler, Eli
*Young, Owen D.

$50 Contributing Members

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Bacharach, Mrs. S.
Baldwin, Mrs. Ruth Standish
Belknap, Mrs. M. B.
Bennell, Mrs. Henry H.
Brewer, Franklin N.
Brooks, Miss Bertha G.
Bucher, Mrs. E. S.
Buckstaff, Mrs. Florence G.
Bull, Miss Dorothy
Burnham, E Lewis
Carter, Richard B
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Chapin, Miss Caroline B.
Cleaver, Mrs. Albert N.
Cole, Mrs. Arthur H.
Cope, Mrs. Walter
Davis, James
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DeSilver, Mrs. Albert
Doyle, Nicholas A.
Dreier, Miss Mary E.
Earle, Mrs. E. P.
Eddy, Sherwood
Eisendrath, Mrs. Joseph N.
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Forsheim, Milton S.
Frank, Walter
Gannett, Mrs. William C.
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Hoit, Miss Ellen
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Huyck, Mrs. F. C.
Ingraham, Mrs. H. C. M.
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Jansen, John J.
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Kellogg, Arthur
Kellogg, L. O.
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Lasker, Albert D.
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Schaffner, Robert C.
°Schwarzenbach, Robert F. J.
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Vincent, George E.
Wald, D. E.
Walsh, Frank P.
Wilcox, Ansley
°Wile, Dr Ira S.
Wittmer, Henry

KEY: * Gave also to other classifications under General Fund
† Gave also to Graphic Founders Fund
° Gave also to Special Funds ‡ Deceased

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Anonymous
Anonymous
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Athey, Mrs. C. N.
Atkins, H. C.

Baldwin, Arthur D.
*Baldwin, Mrs. Harry A.
Baldwin, Mrs. H. P.
Bancroft, Mrs. William P.
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Beer, Walter E.
Bender, Mrs. Inez J.
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Bird, Charles Sumner
Blaney, Mrs. Charles D.
Blochman, L. E.
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‡Bunker, George R.
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Moot, Adelbert
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Moses, R. W.
Munsell, A. E. O.
Myers, Paul N.

Nash, W K.
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Norris, George W.

Otis, Rowland

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Parsons, Louis B
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Peabody, Miss E. R.
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Rauh, Mrs. Enoch
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Richardson, Miss Ethel
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Sisson, Francis H.
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Steele, Mrs. H. B.
Stella, Dr. Antonia
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Walter, Mrs. C. R.
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White, Burton F.
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Williams, David W.
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Willock, Harry H.
Wilson, Miss Mildred W.
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Woodman, Miss Mary
Wright, Dr. Elizabeth

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